

Kentucky Law Enforcement News

SEPTEMBER 2004 VOLUME 3, NUMBER 3

I N S I D E I N F O R M A T I O N

Mental Health

Stress Management

Overall Wellness

Emotional Health

Spirituality

Health Issues for Peace Officers

Healthy Eating Habits

Physical Health



- 4 Commissioner's Comments**
- 6 Deputy Commissioner's Comments**
- 7 In the Know**
 - KLEN Staff Receives Feedback from Survey
 - DOCJT Continues to Present CDP Certificates
 - Ward Named Newest Member of KLEC
- 10 Training Operations Division**
 - APS Guest Speakers Add Realism to Sergeants' Training
 - Owensboro Chief Advises APS Class on Leadership
 - GMACPA Completes Second Class
 - Two New Firsts and an Exciting Opportunity
 - Communications Managers Ask for More
 - DOCJT Offers Additional MDT Classes in the Fall
 - West Wing
 - Vehicle Collision Investigation Courses Continue to Grow
 - York Named Supervisor of Public Information Office
 - Calendar
- 20 Employee Profile**
 - Carolyn Schaefer
 - Doug Czor
- 24 Retirements**
 - Six DOCJT Employees Retire
- 25 Comings and Goings**

Statewide LEN News

- 26 In the Spotlight**
 - Keeping Focus on a Healthy Lifestyle
 - Governor Accepts Drug Summit's Recommendations
 - Generations Join the Ranks
 - DOCJT Continues Generational Trend
 - Statewide Briefs
 - Salt Lake City Hosts the 2004 IADLEST Conference
 - Missing and Exploited Children
 - Homeland Security Web sites
 - Conference on National Public Safety in Critical Incident
 - Response Scheduled for September
 - Governor Announces Body Armor Funding for Law Enforcement Officials
 - Kentucky Internet Crimes Against Children Training Course
 - Sheds New Light on Growing Problem
 - Kentucky Women's Law Enforcement Network Announces 2004 Conference
 - Chief Anthony Beatty
 - Sheriff Mike Newton
 - Chief Marc L. Fields
 - KSP Announces Trooper of the Year Award
 - KSP Announces Command Staff Changes
 - Ingram, Cain Receive Governor's Award
- 44 Kentucky Law Enforcement Memorial**
 - Golf Tournament Raises Money for KLEMF
 - Grayson County Constable Killed
 - KLEMF Briefs

Kentucky Law Enforcement News

SEPTEMBER 2004 VOLUME 3, NUMBER 3

I N S I D E I N F O R M A T I O N

- 46 Beat News**
 - Louisville Metro Police Department Receives Funds from Property Forfeiture
- 47 Appointments – Promotions**
 - New Chiefs Across the Commonwealth
 - Justice and Public Safety Cabinet Adds to Legal Team
 - Beverage Industry Veteran Named Executive Director of the Office of Alcoholic Beverage Control
 - Gilligan Named PIO for Justice and Public Safety
 - Steve O'Daniel Brings 30 Years of Investigative Experience to Cabinet
 - Skaggs Brown Appointed Commissioner of the DJJ
 - Merchants Police Academy
- 51 Book Review**

Officer Wellness Special Section

- 52 Officer Wellness**
 - Lifetime Fitness is Essential for Law Enforcement Officers
 - Some Agencies Provide Workout Facilities
 - Knoxville P.D. Attempts to Improve Officer Health
 - Lexington P.D. Copes with Stress in a Variety of Ways
 - Stress Management Course Offered at DOCJT
 - Aspects of Policing Can Lead to Stress
 - Answering the Call
 - Considerations for Wellness Programs
 - Links to Some Web sites Relating to General Wellness

Legal Information

- 64 Legal**
 - Charging Decisions in Methamphetamine Cases
 - Supreme Court Decides Law Enforcement-Related Cases

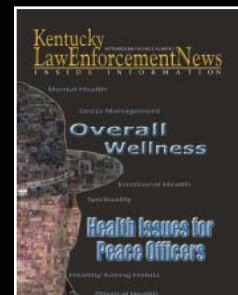
LEN Technology News

- 68 Technology at Work**
 - Hot off the Wireless
- 70 Tech Beat**

September 2004
Volume 3
Number 3

About the Cover

The cover is an illustration designed by Abbie Darst, depicting overall wellness for law enforcement officers. The image is composed of snapshots of the different facets that make up the training and daily life of an average officer, touching on all aspects of the interrelated dimensions that play a role in overall wellness.



Ernie Fletcher
Governor

Lt. Governor Stephen B. Pence
Justice and Public Safety
Cabinet Secretary

John W. Bizzack
Commissioner

Kentucky Law Enforcement News
is published by the
Kentucky Justice and Public Safety
Cabinet, and is
distributed free to the
Kentucky law enforcement and
criminal justice community.
Staff:

Diane Patton, Editor
David York, Co-Editor
Allison Harrison
Rachel Nease
Abbie Darst
Jamie Neal
Jacinta Feldman Manning

Contributors:
Carolyn Schaefer
Edliniae Sweat
Jerry Belcher



Address all correspondence to:
KLEN News
Funderburk Building
521 Lancaster Avenue
Richmond, KY 40475-3102
DOCJT.KLENN@ky.gov

Printed with State Funds

The Kentucky Law Enforcement News (KLEN News) staff is in need of dynamic, law enforcement related photos for possible publication in the magazine. We are interested in photos that are representative of all aspects of the law enforcement profession.

We are able to use black-and-white glossy, color prints or digital images. If we choose to use a particular photo in our magazine, appropriate credit will be given to the photographer. Because we cannot accept responsibility for lost or damaged prints, we ask that you send duplicates, not original prints.

KLEN News staff is also able to publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

The KLEN News staff invites you to communicate with us via e-mail. Our e-mail address is DOCJT.KLENN@ky.gov. We would like to know your thoughts on contemporary law enforcement issues. Article submissions may vary in length from 500 to 2,000 words. We welcome your comments, questions and suggestions about the magazine. Please include your name, title and agency on all e-mail messages. Also, the magazine is available for viewing on the DOCJT Web page. The DOCJT home page address is <http://docjt.ky.gov>.

The KLEN News staff neither endorses nor guarantees completeness or accuracy of material used that is obtained from sources considered reliable, nor accepts liability resulting from the adoption or use of any methods, procedures, recommendations or statements recommended or implied.

The Progressive Realization of a Worthy Goal

Everyday Accomplishments Are the Building Blocks to Overall Success

*John W. Bizzack, Commissioner
Department of Criminal Justice Training*

Sometimes when we see a bricklayer starting on a large building project and putting the first brick into place, we may be struck by the size of the job he has ahead of him. His goal is to complete, brick by brick, the exterior of the building. One day, almost before we realize it, he's finished. All the thousands of bricks are in place, each one vital to the finished structure, each one sharing its portion of the load.

A worthy goal, and the success it can bring when finally achieved, sometimes seems so far off. Our progress, regardless of whether we are working toward achieving a personal or professional goal, often appears to be painfully slow. This was the topic of a recent discussion at a police executive meeting about ways of reaching and achieving goals, one after another, in the years ahead.

The most recent generation of police executives has been educated and trained to set long-term goals, and work toward achieving those goals through the application of solid leadership and day-to-day objectives management. This is a proven and sound approach to leading organizations and people.

In looking back, however, at the success of the Kentucky police community over the past several years, it's clear that there are other ingredients responsible for the advancement of policing's professional stature. Those ingredients are focus and acceptance of every objective as a single building block on which to strengthen the foundation of better service.

The overall success of the Kentucky police community is nothing more than several accomplishments put together. Kentucky has accomplished this by galvanizing professional associations, individual communities, state resources and political interests toward a worthy goal. This gives us a widely accepted definition of success in the law enforcement community today: the progressive realization of a worthy goal.

So what are some of the worthy goals achieved by the Kentucky police community? Some are fundamental accomplishments and critical to the bigger picture such as updating job task analyses on which all training is kept current and focused, quickly developing physical facility resources and professional staffing to deliver expanded services to rural and state law enforcement, restructur-



Commissioner John Bizzack

ing the fiscal integrity of the Kentucky Law Enforcement Foundation Program Fund which provides fiscal support for necessary initiatives, and getting central programs nationally recognized under the credible umbrella of accreditation.

Some of the successes are more weighty such as establishing and applying one of the most practical and reliable set of law enforcement hiring and selection standards in the nation resulting from the Peace Office Professional Standards Act. This improved the caliber of new generations of Kentucky peace officers and revitalized basic and advanced training as well as first-line and executive leadership tracks in career development. Another accomplishment is the merging of common interests of law enforcement professional associations thus escalating the value of the important work carried out by the Kentucky Law Enforcement Council.

Each of these successes was imperative to the overall, far-reaching goal of improving and advancing the quality of service within the Kentucky law enforcement community. However none could have stood by itself as a central accomplishment had the many chiefs, sheriffs and other department heads across the state not been involved in their realization. Importantly, this was not just any group of law enforcement executives. This was a forward-thinking, newer generation of statewide leadership that, in unison, voiced their support and readiness to work in and outside of their jurisdictions to sustain genuine success.

These particular urban and rural generals, on their own accord, also examined their own agencies' needs in concert with statewide goals. In doing so, another revitalization took place. Local communities and state agencies began to again raise their own bars. They introduced further change and progress within their ranks as more contemporary policies emerged across the Commonwealth regarding state-of-the-art administrative and operational practices. Professional associations endorsed and helped accelerate the former glacial

speed of positive law enforcement development that had been a part of the Kentucky police community in the 1970s and 1980s.

The Kentucky law enforcement community has indeed moved forward and taken giant strides without a single retreat. The advancements, new programs and initiatives that continue to take place in the Kentucky police community today are seen by the International Association of Directors of Law Enforcement Standards and Training (IADLEST), the Commission on Accreditation for Law Enforcement Agencies (CALEA), the Southern Police Institute (SPI) and members of the International Managers of Police Academies and College Trainers (IMPACT) as a model for other states. To the credit of individual chiefs, sheriffs, department heads, the Justice and Public Safety Cabinet and the General Assembly, Kentucky has indeed demonstrated focus on advancing law enforcement's professional stature.

There are many winners, primarily Kentucky communities and their citizens. This

focus and acceptance of every objective as a single building block upon which to further strengthen the foundation for improved, statewide police services was responsible for the gains.

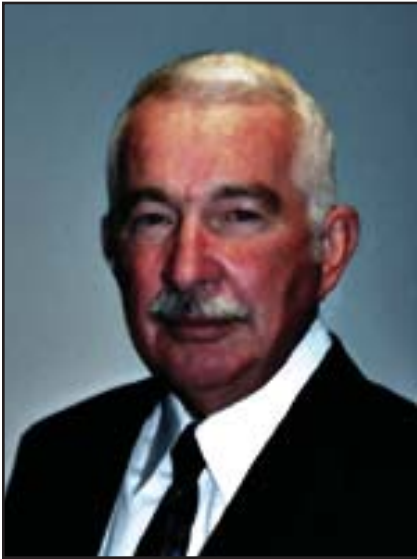
Governor Ernie Fletcher's administration continues to demonstrate its commitment to maintaining the positive and progressive evolution of the Kentucky law enforcement community. This has been repeatedly observed through Lt. Governor and Justice and Public Safety Cabinet Secretary Stephen Pence's new initiatives on behalf of law enforcement during the last legislative session, the Kentucky Drug Assessment Summit and daily leadership on a multitude of issues affecting law enforcement across the Commonwealth.

There is nothing mysterious or capricious about achieving outstanding success. It's completely controllable and it's predictable. It's simply a matter of setting goals and objectives, realizing each baby step is important and doing certain things in a certain way, every day as you remain focused on the outcome. Nothing happens by accident. For every result there is a cause.

There is nothing mysterious or capricious about achieving outstanding success. It's completely controllable and it's predictable.

Teamwork is Vital to Law Enforcement Success

*Herb Bowling, Deputy Commissioner
Department of Criminal Justice Training*



Herb Bowling

During the last several years there has been an outstanding effort by the Kentucky law enforcement community and other interested governmental agencies to work as a team. Some of the more significant goals accomplished by this display of teamwork benefiting law enforcement and the citizens of Kentucky are better qualified and trained peace officers, better equipment and technology, better facilities for housing officers, better pay and benefits for officers, state-of-the-art training facilities and curriculum to meet the training needs of officers. Other accomplishments include increases in stipend payments to municipal officers and inclusion of deputy sheriffs and university police into the Kentucky Law Enforcement Foundation Program Fund.

These are just a few examples of improvements brought about by solid teamwork, ultimately impacting every citizen and visitor in the Commonwealth by providing better quality law enforcement.

These accomplishments could not have been made without the full support and unified focus of the Kentucky Association of Chiefs of Police, the Kentucky Sheriffs' Association, the Kentucky Peace Officers Association, the Fraternal Order of Police, the Kentucky State Police Professional Association, the Kentucky League of Cities, the Kentucky Association of Counties, the Justice and Public Safety Cabinet, and executive branch officials and members of the General Assembly. There were also other various groups and individuals who served on committees to identify issues and work out problem areas to ensure that the proper initiatives were pursued and followed through to a successful conclusion.

Kentucky law enforcement has made giant strides in the past several years, but much remains to be done to ensure that we do not lose the achievements and move the profession forward. It has been said that complacency is our greatest enemy. If we lose focus and do not follow through with a teamwork approach, the cutting edge that we have achieved will be diminished. In today's society, every day that you stand still is a day that you fall behind.

I urge each of you to continue the strong teamwork efforts, identify common goals that improve service and work hard to implement those goals.

KLEN Staff Receives Feedback From Survey

DOCJT Staff Report

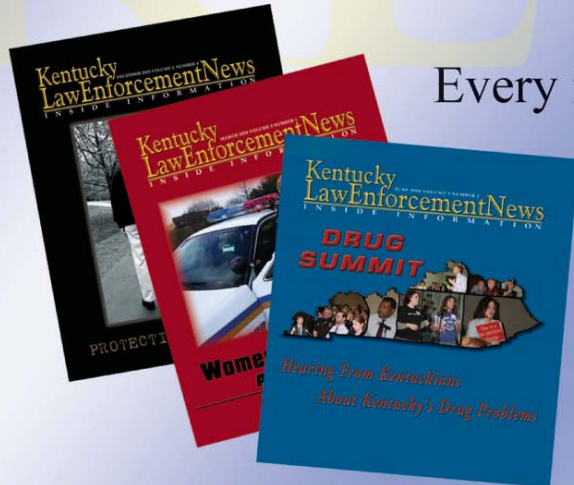
The Department of Criminal Justice Training recently completed its second satisfaction survey for the *Kentucky Law Enforcement News* magazine. Seventy-five departments completed the survey. The DOCJT greatly appreciates the information provided.

On a scale of -2 to +2, with +2 as the highest rating, the following data was reported.

The KLEN staff also received many useful suggestions as to how the magazine can better serve Kentucky's law enforcement community. Some of the topics suggested for future magazine coverage included grants and alternative funding sources, less-lethal techniques, ethics, strategic planning, recruitment and retention, and statewide communication.

KLEN Section	Score
FYI Satisfaction	1.48
Statewide Satisfaction	1.33
Legal Satisfaction	1.49
Tech Satisfaction	1.38
Overall Satisfaction	1.51
Usefulness Rating	1.22

COME VISIT US ON THE WEB



Every issue of the
*Kentucky Law
Enforcement
News*
magazine can
be viewed on
the DOCJT
Web page



Home

Overview

DOCJT Organization

Press Releases

Training Schedule

Incoming Recruits

Memorial Foundation

Executive Staff

[Publications and Forms](#)

KY Police Corps

KLEC/POPS

CCDW

Links

Contact

<http://docjt.ky.gov> or <http://docjt.jus.state.ky.us>

DOCJT Continues to Present CDP Certificates

DOCJT Staff Report

The Kentucky Law Enforcement Council continues to present career development certificates to officers and telecommunicators across the state.

The Career Development Program is a voluntary program that awards specialty certificates based on an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 14 professional certificates, nine for law enforcement and five for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

One certificate was presented for the first time last quarter.

Marvin Releford, Kenton County Sheriff's Office, was the first law enforcement officer to earn the Advanced Deputy Sheriff Certificate. This certificate is targeted at deputies. It requires completion of a minimum of 80 hours of in-service instruction on topics specific to sheriffs' responsibilities. Required years of experience as a deputy vary depending on the amount of education and training completed.

The Kentucky Law Enforcement Council also congratulates and recognizes the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

Jeffery Adams, Lexington Police Department, Basic Telecommunicator

Robert Adams, Jefferson County Sheriff's Office, Intermediate Law Enforcement Officer

Michael Bandy, University of Kentucky Police Department, Advanced Law Enforcement Officer

Eric Beauregard, Lexington Police Department, Basic Telecommunicator

Maxine Bertram, Lexington Police Department, Basic Telecommunicator

Richard Bohl, Erlanger Police Department, Intermediate Law Enforcement Officer

Katrina Bray, Campbell County Consolidated Dispatch, Basic Telecommunicator

Gary Clay, Lexington Police Department, Basic Telecommunicator, Telecommunicator Supervisor

Robert Clayton, Mayfield Police Department, Intermediate Law Enforcement Officer

Heather Conley, Prestonsburg Public Safety, Basic Telecommunicator

Beverly Cox, Lexington Police Department, Basic Telecommunicator

Ricky Cox, Eastern Kentucky University Police Department, Intermediate Law Enforcement Officer, Law Enforcement Supervisor
Marilyn Crouch, Lexington Police Department, Basic Telecommunicator

Peggy Croucher, Lexington Police Department, Basic Telecommunicator

Tammy Durham, Jessamine County 911, Basic Telecommunicator
Thomas Dusing, Florence Police Department, Intermediate Law Enforcement Officer, Advanced Law Enforcement Officer, Law Enforcement Traffic Officer, Law Enforcement Manager

Phillip Ferguson, Logan County EOC, Basic Telecommunicator

Mark Glaros, Lexington Police Department, Basic Telecommunicator

Harold Gooding, Maysville Police Department, Intermediate Law Enforcement Officer

Timothy Gray, Paris Police Department, Law Enforcement Manager

Michael Greisz, Mayfield Police Department, Law Enforcement Chief Executive

Kimberly Griffith, Jessamine County 911, Basic Telecommunicator

Diana Hardy, Jessamine County 911, Basic Telecommunicator

James Hargis, Madisonville Police Department, Intermediate Law Enforcement Officer, Advanced Law Enforcement Officer, Law Enforcement Executive, Law Enforcement Manager

Charlene Hennessy, Lexington Police Department, Basic Telecommunicator

Rick Henninger, Lexington Police Department, Basic Telecommunicator, Telecommunicator Supervisor

Keith Hill, Campbell County Police Department, Law Enforcement Executive

Lena Hill, Campbell County Consolidated Dispatch, Basic Telecommunicator

Randall Hogan, Jefferson County Sheriff's Office, Advanced Law Enforcement Officer

Michael Jones, Morehead Police Department, Advanced Law Enforcement Officer

Julia Lainhart, Lexington Police Department, Basic Telecommunicator

Joseph Lannan, Jefferson County Sheriff's Office, Advanced Law Enforcement Officer

Roy Lewis, Jefferson County Sheriff's Office, Intermediate Law Enforcement Officer

Thomas Lindquist, Eastern Kentucky University Police Department, Law Enforcement Executive, Law Enforcement Chief Executive

John Long, Versailles Police Department, Basic Telecommunicator

Conni Lowe, Lexington Police Department, Basic Telecommunicator
Michael McCauley, Jefferson County Sheriff's Office, Intermediate Law Enforcement Officer
Mark McDonald, Jefferson County Sheriff's Office, Intermediate Law Enforcement Officer
James Medley, Lexington Police Department, Basic Telecommunicator
Joseph Monroe, University of Kentucky Police Department, Intermediate Law Enforcement Officer
Sheila Murray, Lexington Police Department, Basic Telecommunicator
Scott Osborne, Lexington Police Department, Basic Telecommunicator
Theresa Owen, Transportations Operations Center, Basic Telecommunicator
Connie Page, Lexington Police Department, Basic Telecommunicator
Melissa Peppi, Prestonsburg Public Safety, Basic Telecommunicator
B.J. Pittman, Lexington Police Department, Basic Telecommunicator, Telecommunicator Supervisor
Glynn Powers, Kentucky Vehicle Enforcement, Law Enforcement Manager
James Resinger, Lexington Police Department, Basic Telecommunicator

Gregory Rice, Jefferson County Sheriff's Office, Intermediate Law Enforcement Officer
Linda Richardson, Lexington Police Department, Basic Telecommunicator
Carol Richmond, Lexington Police Department, Basic Telecommunicator
Debra Robinson, Lexington Police Department, Basic Telecommunicator
Elsworth Sayre, University of Kentucky Police Department, Intermediate Law Enforcement Officer
Della Smith, Lexington Police Department, Basic Telecommunicator
Ginger Stinson, Logan County EOC, Basic Telecommunicator
Corey Tapp, Henderson Police Department, Law Enforcement Manager
Wynn Walker, Eastern Kentucky University Police Department, Law Enforcement Executive
Tracy Wells, Lexington Police Department, Basic Telecommunicator
Edward Winstel, Jefferson County Sheriff's Office, Advanced Law Enforcement Officer
Francene Woods, Lexington Police Department, Basic Telecommunicator

Ward Named Newest Member of KLEC

KLEC Staff Report



Michael Ward

Governor Ernie Fletcher appointed Alexandria Police Chief Michael Ward to the Kentucky Law Enforcement Council, the independent, 20-member body that governs all law enforcement training in Kentucky.

Ward will represent police chiefs on the council. He replaces former Georgetown Police Chief Alonzo Bernard Palmer, who stepped down as chief to accept a position in Governor Fletcher's administration.

"We are very fortunate to have someone with Chief Ward's commitment to law enforcement serving on the council," said KLEC Executive Director Larry Ball. "He has made a real difference in his community, and now all of Kentucky will reap the benefits of his experience."

Chief Ward has been involved in military and civilian law enforcement for 24 years. He came to the Alexandria Police Department after serving 16 years with the Crescent Springs Police Department, where he rose through the ranks from patrol officer to chief. In May 2001, Ward accepted the position of chief with the Alexandria Police Department. In his short time there, he has guided the department through many positive changes. Under his direction, the agency implemented the Character Counts Program, a school resource officer program and Rape Aggression Defense (RAD). In 2003, he was a recipient of the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement.

The KLEC is charged with certifying law enforcement training schools, training instructors and curriculum in Kentucky, as well as administering the Peace Officer Professional Standards certification and monitoring the Kentucky Law Enforcement Foundation Program Fund.

APS Guest Speakers Add Realism to Sergeants' Training

Abbie Darst
Public Information Officer

In the year since the Academy of Police Supervision began, the course has excelled and experienced unprecedented success in the eyes of not only the APS staff, but those of the graduating sergeants and the agencies to which they return. The academy began in June 2003 as a three-week, 120-hour training program for newly promoted sergeants or officers on their agencies' promotion lists. Developing and honing leadership and supervisory skills in sergeants and first-line supervisors is the course's main focus.

Just a year and eight classes later, APS is rapidly becoming an institutionalized success. The credibility and necessity of the program has been recognized by numerous agencies throughout the state.

"DOCJT is very serious about and dedicated to the development of first-line supervisors," Management Section Supervisor J. R. Brown said.

One aspect that has added to the program's merit is the introduction of guest speakers and instructors from all over the state. These speakers offer insight into one or more facets of a sergeant's role in a department. Speakers such as Louisville Metro Lt. Col. Terri Winstead-Wilfong, Bowling Green Lt. Col. Jerry Wells and Louisville Metro Public Information Officer Dwight Mitchell speak on a range of topics from resolving conflict and monitoring officer performance to decision making and media relations.

These guest speakers and instructors, as current police executives, supervisors or administrators, offer an immediate, day-to-day perspective on their discussion topic.

"We call them practitioners," Brown said. "These people add reinforcement because they are actually doing that job."

Guest speaker Lt. Col. Winstead-Wilfong has become a staple of the second week of APS training. She began her law enforcement career in the early 80s and quickly



Louisville Metro Lt. Colonel Terri Winstead-Wilfong speaks to APS Class 6 about the importance of leadership. She also allowed the class to ask questions of her specific experiences with various issues during her time as a supervisor and commander.

moved through the ranks from patrol officer to her current position as one of three assistant chiefs in the Louisville Metro Police Department. Winstead-Wilfong credits her leadership position to a "desire to give something back. There can't be change unless you put input in — that's why I wanted to become a sergeant."

Winstead-Wilfong brings that desire into the APS classroom as she challenges the students to fully understand the leadership role and the impact that a compe-

ABBIE DARST/DOCJT

tent, and likewise an incompetent, supervisor can have on his or her officers.

Starting out with broad quotes about integrity and making good choices, she opens the door for a two-way dialogue on specific situations that the sergeants have experienced, her similar encounters and the way in which she handled that particular situation. With specific examples of resolved conflict and informed and experienced insight into common issues, the students are able to take a large amount of practical information back to their agencies and put it into practice.

In addition to individual speakers, the APS classes participate in a round-table discussion where supervisors, executives and chiefs are brought in for a discussion that allows the APS students to understand what is expected of a first-line supervisor. It helps the students gain knowledge through the perspective of officers, their peers and other commanders' experiences. It also gives them the opportunity to seek answers to any questions they may have.

"Kentucky is one of very few states that have focused attention on leadership development as much as skills training," APS training instructor Ken Morris added.

Today's new recruits graduate from the basic academy with better training. To accompany this improved basic law enforcement training, APS was designed to strengthen supervisory training on the premise that thoroughly trained sergeants are as vital to law enforcement professionalism as well-trained recruits.

Owensboro Training Unit Supervisor Joe Moran, a member of APS Class 4, feels that APS provides an invaluable service to new supervisors. "The most rewarding part of the class for me was week one, situational leadership," Moran said. "I feel that this part was so informative that it should be taught to everyone who is in a supervisory role. I felt it was a very interesting course and all of the supervisors that I have sent to APS agree."

Morris said one of the best aspects of the APS program is its challenging course of study. "When

people accomplish goals they feel good about themselves," Morris said. "APS not only helps them accomplish goals, but it gives them confidence when they go back to their jobs."

Owensboro's Moran agrees. "In my 17 years as a police officer, APS was by far the most informative, interesting, challenging and stressful course that I have ever attended and am proud to wear the APS pin."

There has been discussion of extending the curriculum by one week. The addition of a fourth week would be an opportunity to build on what is already a great program, Brown said. The additional time would make it possible to not only expand on prevalent issues, but also allow

the students to be removed from the classroom to visit and observe specific operations they studied over the previous three weeks.

"Every previous class has advocated that APS should be extended for four weeks," Morris said.

Though this additional week may provide challenges, it would also allow the students to further develop the relationships that form over the course of the class. Brown and Morris agree that camaraderie is an underlying strength of the program. From the way they are paired in their dorm assignments to the teamwork required to excel on the ropes course to the mutual feeling of accomplishment when they graduate, the APS instructors try to foster a learning relationship among the students, forcing them to rely on one another in order to learn and grow from what others have to offer.

The APS students gather information from their guest speakers, are challenged by their instructors and pushed by one another as they strive to prove the APS mission statement: "Great supervisors make a difference. They take the initiative, set goals and lead the way."

With such high accolades expressing the success of the program and prospects of a fourth additional week to be added in 2006, APS will remain a permanent fixture at DOCJT.

"In my 17 years as a police officer, APS was by far the most informative, interesting, challenging and stressful course that I have ever attended and am proud to wear the APS pin." Joe Moran, Owensboro Police Department

Owensboro Chief Advises APS Class on Leadership

Jamie Neal
Public Information Officer

Law enforcement supervisors have an obligation to lead their subordinates by example, doing so through their service to their communities, reverence for the law, commitment to leadership, integrity, respect for all people and quality through continuous improvement, Owensboro's Chief Kazlauskas told a graduating Academy of Police Supervision class.

"Don't ever think that you can't effect positive change in another person," Kazlauskas said to the APS VI class. "As a leader, your subordinates will watch your every move and then will follow your lead."

Kazlauskas is among law enforcement leaders in the state who have been selected as guest speakers for APS graduation, giving the sergeants or those in line for that position advice about being effective supervisors.

During his talk to APS VI, Kazlauskas gave the 19 officers much advice, including some about continuing their education and training.

"Whether you are the chief of police or a first-line supervisor, your organization will fail without effective, progressive supervision," he said. "As law enforcement leaders, we must develop visions for the future. We cannot be successful without continuing education, training and developing officers for supervision positions."

The Owensboro chief told the supervisors and soon-to-be supervisors that for law enforcement organizations to be successful, they must have standards of excellence throughout their agencies.

"In most cases, this does not require new programs or approaches to police work, but it does require a scrupulous adherence to existing policies and standards, the ability to detect any pattern of performance that falls short of those expectations and the courage to deal with those who are responsible for those failures," Kazlauskas said. "Anything less will allow for a decline in professional police services to the communities we are sworn to serve and protect."

Kazlauskas also said that sergeants are responsible for moral influence at law enforcement agencies.

"It is those supervisors who have the daily and ongoing responsibility to ensure that the appropriate workplace standards are maintained," he said. "That moral influence can be driven by core values that should be developed by our law enforcement agencies. Core values are intended to guide and inspire us in all we say and do. We must make sure that these values become part of our day-to-day work life and to ensure that our personal and professional behavior can be a model for our officers to follow."



Owensboro Police Chief John Kazlauskas swears in his department's newest sergeant, Sgt. Paul Tucker, during the Academy of Police Supervision Class VI graduation. Kazlauskas was the guest speaker at the graduation.

The chief said that law enforcement leaders should:

- encourage their officers to submit ideas, listen to their suggestions and help them develop to their maximum potential.
- be dedicated to enhancing public safety and reducing fear and incidents of crime.
- work in partnerships with citizens and do their best within the law to solve community problems that affect public safety.
- exercise integrity in the use of power and authority that their communities have granted them.
- work to make their departments the best they can be, encouraging members of their organizations to become the best they can be in their areas of responsibility.
- be proud of their profession and conduct themselves in a manner that merits everyone's respect.
- show concern and empathy for the victims of crime and treat violators of the law with fairness and dignity.

"We must continue to strive to achieve the highest level of quality in all aspects of our profession," Kazlauskas said. "We can never be satisfied with the status quo. We must aim for continuous improvement in serving the people of our communities. We must value innovation and support creativity."

GMACPA Completes Second Class

*Mary K. Hensley, Administrative Specialist II
Evaluation Section*

The second class of the Greater Madison Area Citizen Police Academy successfully completed its program on June 14. Twenty-six individuals, ranging from college students and professors to attorneys and judges, formed Class 002. For 13 weeks, 12 weeks of class and a final week for graduation, these citizens were granted a view of law enforcement rarely afforded to the general public, a view through the eyes of the officers.

With the assistance of Berea and Richmond officers, Department of Criminal Justice Training staff and basic training recruits, all of these citizens experienced a glimpse of police life. The class curriculum included many of the same training areas that law enforcement recruits must complete before graduating. As the weeks progressed, a greater portion of law enforcement was revealed, with each portion being a small snap shot of the full responsibility of law enforcement.

As these citizens ventured into the realm of law enforcement, they came to see the real world of police life. Paul Bradley, an Eastern Kentucky University Police Studies major, said of vehicle operations training week, "Just like police officers can't choose the weather and neither could we. It was dark, cold and raining, and I don't think it could have gotten any better."

Each week they gained knowledge and respect for those men and women who put their lives on the line to keep the community safe. The weekly class evaluations would often state that being a police officer was harder than the participants thought it would be. Charlie Davis, a retired firefighter wrote about what he enjoyed in the class on domestic violence, "The practical exercise – very interesting to actually practice a scenario and see a small part of what an officer has to deal with in reality."



STELLA PLUNKETT/DOJCT

GMACPA class members listen to CPL James King of the Richmond Police Department speak about the department's K-9 unit. King brought a canine, Wito, to the presentation.

Another great benefit of the Greater Madison Area Citizen Police Academy is that community relations are being built and strengthened. The Berea Police Department, the Richmond Police Department and the Department of Criminal Justice Training came together to create the academy in hopes of accomplishing the GMACPA credo: provide citizens an insight into the law enforcement profession by creating partnerships through education and understanding. Class 003 began on August 23. For more information about the program, please visit our Web site or contact Stella Plunkett at stella.plunkett@ky.gov or (859) 622-8099.

Two New Firsts and an Exciting Opportunity

Kentucky Police Corps Training Gains National Recognition

*John B. Lile, Director
Kentucky Police Corps*

The Kentucky Police Corps Class 6 began its 23-week program on June 6 with 16 cadets, two major new firsts and an exciting opportunity.

In Police Corps Class 6, for the first time ever, we have an out-of-state cadet, from Virginia, and three state-sponsored cadets from Kentucky. A related, and possibly even more exciting, development is that the Kentucky Police Corps at the Department of Criminal Justice Training is being considered for designation as a regional training center for the national Police Corps program. Each of these developments demonstrates a growing recognition, both here at home and nationally, of the excellence of the Kentucky Police Corps training.

Our first out-of-state cadet, Kimberly Whitefield, was recruited by the Virginia Police Corps and sponsored by the Richmond (Virginia) Police Department. After completing training at DOCJT, she will return to Virginia, undergo three weeks of state-specific training and be required to pass the Virginia state law enforcement standards test before becoming an officer with her sponsoring department. The fact that Cadet Whitefield is here is a good indication that the folks in Virginia think we have an outstanding program.

Our three state-sponsored Kentucky cadets, Michael Cannon, Russellville Police Department; Zackary Hoppes, Independence Police Department; and Michael Lusardi, Cov-



Kimberly Whitefield, Richmond, Virginia Police Corps cadet, maneuvers her bike around the cones during the police mountain bike class. Cadets receive 40 hours of mountain bike training.

ington Police Department, are participating in Police Corps Class 6 as part of a pilot project authorized by the National Office of Police Corps and Law Enforcement Education. These three cadets have met all the Police Corps standards for selection, were sponsored by a department and will receive the standard Police Corps training. However, under this state-sponsored pilot, the cadet does not receive the \$15,000 college scholarship normally associated with the Police Corps. In addition, the \$400 weekly cadet stipend is financed by the sponsoring agency and training costs are funded by the state rather than the federal Police Corps program.

BLAKE BOWLING/DOCJT

Under this pilot project, the cadets benefit from the expanded training offered by the Kentucky Police Corps. The sponsoring department benefits from lower costs for recruitment, testing, selection and training and, at the end of the process, receives a well-prepared, well-trained college graduate complete with Police Mountain Bike certification, conversational skills in Spanish and a 4-year work commitment. It's a good deal for everyone.

The other exciting new development, of course, is the fact that, in July, DOCJT was visited by an assessment team from the National Office of the Police Corps. Under pressure from Congress to reduce the overall costs of the program, officials at the national office are considering the possibility of establishing three or four regional training centers around the country. Under a regional training concept, each state participating in the Police Corps program (currently there are 27) would continue to recruit, test, and select candidates for training and would help develop the curriculum. However, the actual training would be conducted at one of the regional training centers rather than in each state. The July visit by the Police Corps assessment team means that the Kentucky Police Corps is a prime candidate to become one of these regional training centers.

The assessment team observed classes, reviewed our curriculum and staff qualifications and toured the training facilities. Based on their observations, they will determine whether the staff, facilities and curriculum meet the national principles of selection and training necessary to receive designation as a regional training center. An earlier assessment, performed by the Caliber Group, an independent consulting firm which reviewed 11 state Police Corps programs, found Kentucky to be an outstanding program. We are confident this assessment team visit will result in a similar conclusion and, hopefully, designation as a regional training center. Considering the strong support we have from Governor Ernie Fletcher, Lt. Governor Stephen Pence, Commissioner John Bizzack and Kentucky's congressional delegation, we feel the Kentucky Police Corps should be a strong candidate.

The Police Corps program in Kentucky is coming of age. We now have a total of 71 officers serving in 30 communities throughout the state. When Police Corps Class 6 graduates, the total will be 86 officers serving 34 communities. In surveys conducted with the chiefs and sheriffs of sponsoring agencies, our Police Corps trained officers are continuing to receive high marks in their police departments and the communities they serve.



Participants in Police Corps 6 are: Kevin Anderson, Paris Police Department; David Campbell and Josh Worland, Versailles Police Department; Michael Canon, Russellville Police Department; Chris Dees, Jason Gray and Michael Lusardi, Covington Police Department; Nikolaus Holum, Hopkins County Sheriff's Office; Brandon Vance, Newport Police Department; Jonathan Long, Richmond Police Department; Erin Redfield and Sam Wade, Nicholasville Police Department; Cameron Taylor, Bowling Green Police Department; Latoria Humphrey, Erlanger Police Department; Zachary Hoppes, Independence Police Department; and Kimberly Whitefield, Richmond Virginia Police Department.

The Police Corps is now accepting applications for Police Corps Class 7 which is anticipated to begin training in June 2005. We encourage chiefs and sheriffs who know college students in their communities who are beginning their senior year and are interested in joining their departments to consider sponsoring them for the next Police Corps class. Please contact the Police Corps staff at (859) 622-2213 or toll-free at (866) 592-6777, or visit our Web site at www.kypolicecorps.com.

Communications Managers Ask for More

*Margaret Johnson, Training Instructor
Telecommunications Section*

Communications managers from across the state completed a course designed specifically for communications managers. The class was held in Richmond April 26 through April 30. During the five-day class, managers participated in a wide array of training and activities.

The course is very interactive and is intended to assist managers in developing and enhancing their knowledge, management techniques and leadership skills.

The trainees participated in the low ropes team-building course, completed projects, made presentations and received training in the areas of leadership theories, employee selection and retention, executive coaching, decision making and fiscal management. Each trainee demonstrated a high level of commitment and motivation.

One trainee said, "I hope you have an in-service for this class next year. I really enjoyed this class and look forward to next year's class. I have learned a lot from this class and group of people. I look forward to going home and trying some of them." Due to requests like this, DOCJT telecommunications staff is currently developing a two-day in-service course for 2005 designed for those who have completed the Managing a Communications Center course.



DOCJT's first Managing a Communications Center course graduated in April. This course is specifically designed for communications managers.

DOCJT Offers Additional MDT Classes in the Fall

*Steve McIntyre, Training Instructor
Telecommunications Section*

In the early part of 2001, Mobile Data Terminals were emerging rapidly in the Kentucky law enforcement community. As this new era in public safety communications and technology continued to grow, the Department of Criminal Justice Training Telecommunications Branch, which is responsible for training MDT operators, recognized a need for a specific class on MDTs. Previously, MDT operators attended the 20-hour Inquiry Only class to be able to access MDTs. Working in cooperation with the Kentucky State Police, the control terminal agency for the state, a new eight-hour course was developed for MDT operator certification. This new course provides users with the ability to correctly input requests for information and interpret the responses in an accurate manner. A four-hour biennial in-service class, also conducted by the Telecommunications Branch, supplements this initial training.

On August 13, 2001, 26 members of the Louisville Police Department were the first to attend this new eight-hour course.

From that point, this class has been scheduled as a regular course of instruction by the DOCJT. Since that initial class, MDT operators have attended the Inquiry Only in-service class for re-certification. Beginning with the 2005 training year, MDT operators will attend an MDT-specific in-service class developed by the Telecommunications Branch to better meet the needs of criminal justice practitioners.

In a continuance of technology development, U.S. Representative Hal Rogers has secured a grant from the federal government that will bring even more MDTs to the Commonwealth. With this grant, every law enforcement agency within Rep. Roger's Fifth District will be equipped with MDTs. As the actual equipment begins to arrive at the agencies, additional people will need training as MDT operators. To handle these additional training demands, the training calendar has been adjusted to add MDT classes in Richmond. For more information on these classes, call DOCJT's Registration Section at (859) 622-2225.

West Wing

DOCJT's Louisville Office Moves to U of L's Shelby Campus

*Horace Johnson, Director
Training Operations Division*

The Department of Criminal Justice Training has its very own "West Wing." It is the new home to DOCJT's Louisville field office. Located on the University of Louisville Shelby Campus, Burhans Hall (West Wing) is on the ground floor and became home to DOCJT in Louisville on June 25.

Denny Ferriell is the section supervisor of Professional Development in the Louisville office. Each year this section is responsible for teaching more than 2,300 law enforcement officers from the metro area, including Bullitt, Shelby, Meade, Hardin and Oldham counties as well as counties in western Kentucky. Ferriell also facilitates the training for all Kentucky coroners.

In early October 2003, DOCJT began the search for new facilities after being informed that Jefferson Community College needed to reclaim the academic space where the department's Louisville office was formerly housed. Negotiations to retain the space were unsuccessful. Other sites were considered but determined unacceptable.

Following the recommendation of Dr. William Walsh (University of Louisville – Southern Police Institute), a meeting was held with Dr. Deborah Wilson, the chair of the university's Department of Justice Administration. Dr. Wilson expressed an immediate interest in getting DOCJT on the University of Louisville campus and "affiliated with our program." Dr. Wilson arranged for future meetings with Dr. Gale Rhodes, the director of Delphi Center for Teaching and Hearing, and Anita Block, manager of the Conference and Training Center, on the Shelby Campus.

From these meetings a successful partnership emerged. The ground floor of Burhans Hall underwent a facelift and DOCJT became its new



DENNIS FERRIELL/DOCJT

DOCJT's Louisville office has moved to Burhans Hall on the University of Louisville Shelby Campus.

occupant. Renovations were completed in early June. The area contains three classrooms, an office and storage space supported by university custodial and maintenance staff. Access to the Founders Union Conference Center is also available and more than adequate convenient parking is available for DOCJT staff and students.

The new location at 9001 Shelbyville Road is easily accessible from I-64, I-71 or I-65. The Louisville section is pleased with their new home. Dr. Wilson said that she is "looking forward to a number of possibilities this presents for collaboration in Metro Louisville." DOCJT is equally enthused by this partnership approach in law enforcement education and training.

The mailing address for the new location is Department of Criminal Justice Training, University of Louisville Shelby Campus, Burhans Hall (West Wing), 9001 Shelbyville Road, Louisville, Kentucky 40222.

Contact Information for DOCJT's Louisville Office

Dennis Ferriell	(502) 429-7482	dennis.ferriell@ky.gov
Mary Sheffield	(502) 429-7480	mary.sheffield@ky.gov
Tom Carr	(502) 429-7486	tom.carr@ky.gov
George Barrett	(502) 429-7487	george.barrett@ky.gov
Lewis Nugent	(502) 429-7484	lewis.nugent@ky.gov
Stan Patton	(502) 429-7485	stan.patton@ky.gov
Walt Elder	(502) 429-7483	walt.elder@ky.gov
David Pope	(502) 429-7488	david.pope@ky.gov
Fax	(502) 429-7481	

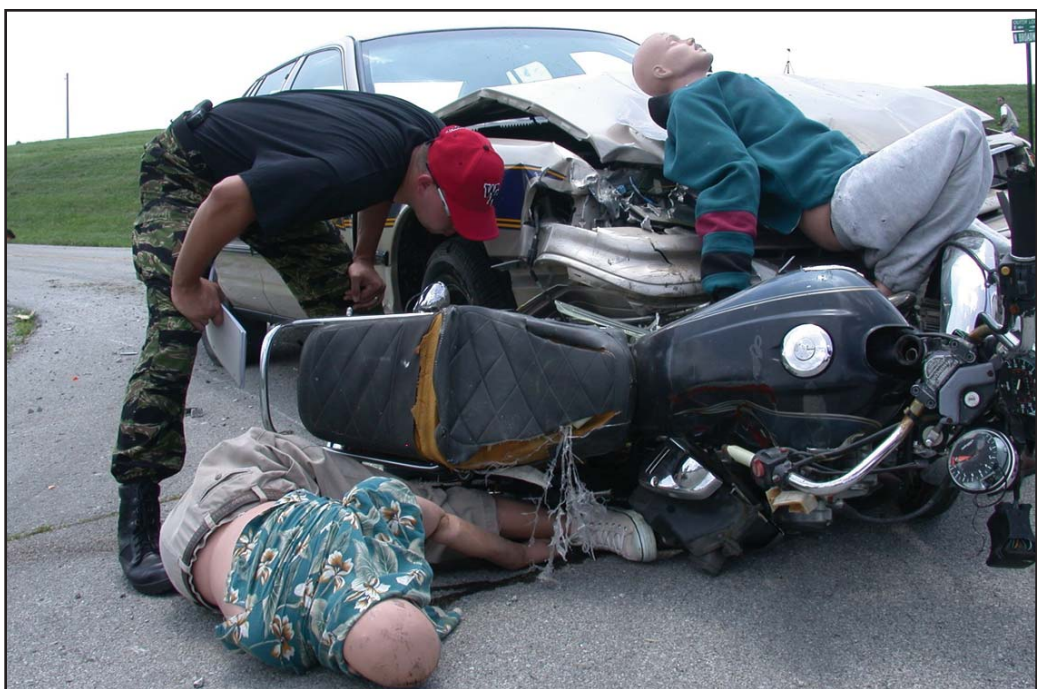
Vehicle Collision Investigation Courses Continue to Grow

*Richard Parkos, Instructor
Patrol & Traffic Section*

The upcoming year will be a busy one for the Patrol and Traffic Section. In addition to the new courses involving traffic/patrol procedures and special needs training, officers in the Commonwealth will be able to continue their education in the field of vehicle collision investigations.

In the past two years, three vehicle collision core courses were taught and officers are finding them very challenging and rewarding. The inaugural staged collision was conducted for the first group to complete the Vehicle Collision Investigation Course – Level III very successfully. In July the agency staged the second collision.

For officers who have trained elsewhere and would like an update in the field, DOCJT will offer a KLEC-approved course, Vehicle Collision Investigation Course – Yearly Update. This course will be presented like a conference, providing the opportunity for those senior officers/investigators to be updated in selected vehicle collision reconstruction areas. The course will be a tested course, allowing the hours to count toward officers' yearly training requirements.



Moments after a Crown Victoria plowed into a stopped motorcycle, London Police Officer Greg Hill examines the wreckage. The collision, which also involved another vehicle, was staged July 16 as part of the Vehicle Collision Investigation Course - Level III.

Another new KLEC-approved course will be Pedestrian/Bicycle Collision Investigation Course. This will be a 32-hour course dealing with the complexities of this type of collision. Diagramming, collision dynamics and medical analysis will be the major parts of this course.

For more information about vehicle collision, call Richard Parkos at (859) 622-8129 or by e-mail at richard.parkos@ky.gov.

York Named Supervisor of Public Information Office

DOCJT Staff Report



David York

Dave York began work at DOCJT in the position of special assistant in the Commissioner's Office, a non-merit classification, on June 17. Prior to joining DOCJT, York served 25 years with the U.S. Congress and two years as legislative director for USEC, Inc.

In 1976, after serving five years as a helicopter pilot and captain in the U.S. Marine Corps, York signed on as speechwriter and press secretary for U.S. Congressman Gene Snyder and eventually became Snyder's chief legislative aide. In 1986, newly elected Congressman Jim Bunning recruited York to serve as chief of staff, press secretary and speechwriter for his congressional office. York served in that capacity for 12 years in the House of Representatives and two years in the U.S. Senate.

York will serve as editor for the *Kentucky Law Enforcement News* magazine and as supervisor for the agency's public information office.

Despite his nearly 30 years in the Washington D.C. area, York is a Kentuckian. "Even though I have lived in Northern Virginia for nearly 30 years, I have always considered myself a Kentuckian. I worked in Kentucky congressional offices or for a company with a major presence in the Commonwealth, so, I never lost touch," said York. He was born and raised in Covington and graduated from Centre College in Danville before joining the U.S. Marine Corps.

He has a wife, Amy, and three children under the age of six, David, Julianne and Elizabeth. He also has a daughter, Rebecca who just recently relocated to Kentucky, and two grandchildren, Benjamin and Sarah.

Calendar

Sept.

September 11: Blue Knights XI Memorial Motorcycle Ride
September 17: Graduation of Basic Training Class 346
September 27-29: Technologies for Public Safety in Critical Incident Response Conference & Exposition
New Orleans, LA

Oct.

October 8: Graduation of Telecommunications Academy
October 8: Graduation of Academy of Police Supervision
October 29: Graduation of Basic Training Class 348

Nov.

November 3-4: KLEC meeting in Louisville
November 5: Graduation of Telecommunications Academy
November 10-12: KWLEN Conference in Florence
November 19: Graduation of Basic Training Class 349
November 22-26: No DOCJT classes scheduled



ABBIE DARST/DOCJT



JAMIE NEAL/DOCJT



ABBIE DARST/DOCJT

CAROLYN SCHAEFER

Carolyn Schaefer is secretary to Deputy Commissioner Herb Bowling at the Department of Criminal Justice Training, where she has worked since 1997.

She began at the agency as the receptionist for the then Records/Registration Section, but later that year became the secretary for Bowling, who was then director of the Training Operations Division. Carolyn continued working with him when he was selected as deputy commissioner.

A Louisville native, Carolyn graduated from Presentation Academy and the Louisville Business School.

She and her family later lived in Lexington and then moved to Frankfort, where she worked for a variety of state government agencies and attended Midway College and Kentucky State University.

While in Frankfort, Carolyn also worked for the Frankfort Electric, Water and Cable Plant Board for 10 years, and conducted interviews for Cable 10, a public access channel. She and then-mayor Frank Sower, a history buff, covered the Lexington Cemetery, Vietnam War Memorial and other historical sites in the interviews. She says she has quite a collection of tapes from the show, but no Oscars.

What are some of your thoughts on working at the DOCJT?

I thoroughly enjoy my job. I do such a variety of things, it is never boring. Mr. Bowling and Commissioner Bizzack have given me many opportunities for which I am grateful. Coming to DOCJT was the best move I ever made.

While working at DOCJT, you have been involved in several projects. What are some of the most significant?

When I first came on board, the most daunting project I faced was the Training Schedule Book. I spent many hours struggling with that one! Fortunately, everyone was patient with me, and with Diane Patton's help, the first one went to print! The following years were easier, but I always dreaded that time of the year. Of course, there was always a bit of pride and satisfaction when each one was completed and mailed out.

I have been fortunate to work on several exciting projects. In June of 2000, DOCJT hosted a group of police academy officials from the former Soviet Union. This visit was in conjunction with the Depart-



STEVE LYNN/DOCJT



ABBIE DARST/DOCJT

ment of Justice's Police Academy Assistance Program. The republics of the former Soviet Union at that time provided a military model of training for their officers. With their transition to democracy, they hoped to provide a community-service type of training.

DOCJT was chosen to participate in this program due to the innovative approach taken in our Basic Training Program. Mr. Bowling assigned me to coordinate the visit for our guests, who were from Moldova and Ukraine. What an opportunity! It was an experience I will never forget, and I still receive e-mails from them occasionally.

Another project that I enjoyed was coordinating the International Association of Directors of Law Enforcement Standards and Training Conference (IADLEST KY 2003) that was held in Lexington. It was a big project, but very successful. Our whole conference committee did a great job in showing visitors from across the nation our Kentucky hospitality.

Most recently, I helped coordinate the lieutenant governor's Drug Summit meetings that were held across the state. Shannon Sanders and I were responsible for setting up the meeting locations, having overnight accommodations for the panel members as well as the support staff and staying within the budget! The support team had the opportunity to meet many people and feel that we were helping in a small way to make a difference and remedy the drug situation in our Commonwealth. I was glad to be a part of something that could have such a positive impact on so many people.

I have also been writing articles for the *Kentucky Law Enforcement News* magazine, which I thoroughly enjoy. I was very proud of the December 2003 issue because I coordinated the special section on elder abuse. I gained a better understanding of the hardships our seniors are facing and realized that so many times, the responding law enforcement officer may be the victim's only chance for getting help. I'm glad that DOCJT introduced a new class this year on elder abuse. It's a shame, but it seems to be a problem that is on the rise.

When you are not at work, what do you enjoy?

I spend most of my weekends with my family. My mother lives in Louisville, as well as my daughter Lynn, her husband David and their three children, Ryan, Kelley, and Matthew. My son Fred lives in Lawrenceburg with his wife Leigh and their two children, Will and Catherine. As you can imagine, I spend a lot of time on the interstate.

I also love to travel. I've been to Puerto Rico, the Dominican Republic, Hawaii (three times) and Nassau (three times), and I'm planning a trip to New Mexico this fall. Martha Hurt (also a DOCJT employee) and I are going to the Hot Air Balloon Festival in Albuquerque. We will actually be participating in the kick-off of the festival; we have reservations to be in one of the 750 balloons scheduled for the big ascent. We're excited and looking forward to it!

You have participated in the Kentucky Society of Certified Public Managers for years. Please talk about that program.

When I worked at other state agencies in Frankfort, it was sometimes difficult to get approval to attend Governmental Services classes. That all changed when I transferred to the Department of Criminal Justice Training.

Commissioner Bizzack encourages his employees to attend these classes and be a part of the Kentucky Society of Certified Public Managers (KSCPM), no matter what grade level you are.

This program promotes management in government through training and networking. It has provided me more confidence and afforded me many opportunities.

I have served as KSCPM treasurer and for the last two years, have co-chaired the Program Committee with Janice Earnest.

I attended the American Academy of Certified Managers Conference in Phoenix, Arizona, and also in Atlantic City, New Jersey. It is great to network with other state employees and see how their programs are working.



JACINTA FELDMAN MANNING/DOCJT

DOUG CZOR

Doug Czor was born in Allentown, Pennsylvania. After high school graduation he was drafted and served two years in the Army as a senior-line medic, attached to a mechanized infantry battalion in Panama.

He was discharged in 1969 and enrolled in Lehigh County Community College. Originally planning to pursue a degree in Sociology, Doug decided to change to Police Science and Administration. It was during this time that he began working for the police department in Catasauqua, Pennsylvania.

Graduating from the community college when law enforcement education curriculum was relatively new, Doug and four friends considered attending Florida State, Michigan State, Penn State or Eastern Kentucky University. After touring EKU, credited as being the best in the nation, the five friends headed to Richmond where Doug earned his bachelor's degree in Law Enforcement. While attending graduate school, Doug worked for the Richmond Police Department.

In 1975 he returned to Pennsylvania and joined the South Whitehall Township Police Department, but in 1977 he made a move that impacted his life and career. Moving back to Richmond, Doug accepted a position as instructor-coordinator with the Special Agencies Section of the Bureau of Training, now known as the Department of Criminal Justice Training.

Since 1977 what positions have you held here at the agency? What do you see as the most valuable accomplishment of your career?

Initially I was hired as an instructor-coordinator for the Special Agencies Training Section. I transferred to basic training in 1980 and then to in-service training in 1981. In 1985 I was promoted to section supervisor of the Breath Test Training Section. In 1991, I transferred to the In-Service Training Section. After a departmental

reorganization in 1998, I was promoted to branch manager of Professional Development.

Perhaps the thing I am most proud of is the Techniques for Police Instructors Course. When I transferred to in-service training in 1981, I was invited to teach the course by then supervisor, Robert C. McKinney. Of course, McKinney went on to become commissioner of the organization. Bob was teaching the course at the time with Charlie Ransdell and Dennis Mills. This is how I began working with the program, and I have remained a part of it throughout my career. It is most satisfying to have been able to train a generation of Kentucky's police instructors from 1981 to 2002. Many of these instructors remain active today.

You were instrumental in the creation of the Breath Test Training Section. What is the program's background, and how was it developed?

I was promoted to section supervisor in January 1985. My first assignment was to develop the Breath Test Training Section. This included locating office space and scheduling training for the new instructors. The new staff consisted of instructors Terry Mosser and Patty Davidson. Linda Renfro joined our section as an inter-agency transfer from the In-Service Training Section. A curriculum needed to be developed and presented to the Kentucky Law Enforcement Council. The first course was to be taught by April. Complicating the issue was that Kentucky courts accepted any of three different evidentiary instruments at this time. These were Breathalyzer Models 900, 900A and 2000. It was a hectic time, but we accomplished our mission, thanks to the help of some of our friends in the Kentucky State Police and EKU's College of Law Enforcement.



What are some of the changes that you have seen evolve during your 27 years with this agency?

Organizational name changes would be one. Prior to 1968 we were the Kentucky Peace Officers' Standards and Training Council. In 1968 we became the Kentucky Law Enforcement Council, in 1973 the Bureau of Training, in 1982 the Department of Training and in 1985, we became the Department of Criminal Justice Training.

I have served under each commissioner at the department, Commissioner Robert Clark Stone through present Commissioner John Bizzack. I have particularly enjoyed working with Commissioners Stone, McKinney and Charles R. Sayre. Our agency has been fortunate to have leaders who had such vision, integrity and possessed such a thorough understanding of the training mission.

Other changes have included growth, technology and facilities. L.J. Weber, Stan Patton and I were hired on the same date. We were employees No. 44, 45 and 46. Since then the DOCJT has grown to a 200-plus employee organization. When we started, the IBM Wheelwriter was the most technically advanced typewriter in the business. I've had students recently that did not know what a typewriter is! Now all employees have their own computer and the technological tools available for instructors' classroom use is amazing. Also, our facilities have changed from the Stratton Building to the Bizzack Complex. It is a first-class environment and very conducive to training our law enforcement officers.

Finally, with the advent of the Peace Officers Professional Standards, the caliber of law enforcement officers has changed dramatically. Our basic trainees seem to be more studious and serious about their positions. They are certainly more physically fit than the pre-POPS officers.

What influenced you to change your major from sociology to law enforcement? Looking back, are you glad you made that change, and would you do it again?

I received an early out from the U.S. Army to attend college. I learned that the Department of Justice offered a federally funded program entitled Law Enforcement Educational Program or LEEP. This program offered qualifying students the cost of tuition and books. The student in return was obligated to spend four years after graduation with a law enforcement agency. This was how I became involved in policing. Thirty-five years later, I'm still here. Would I do it again? You bet. I've had a great time and have met many wonderful people.



You have been responsible for coordinating the annual Coroner's Conference held in Louisville, and Command Decisions. How do these sessions better prepare coroners and law enforcement executives for their duties?

I have been involved with the development of the Command Decisions and Coroner's Conference roughly about the same period of time, 24 years. Providing meaningful training to chiefs, sheriffs and coroners is the mission of the DOCJT. I have always been an advocate of learning taking place outside of the classroom, so my priority has always been to create a healthy learning environment, where networking is an important activity.

The attendance at the Coroner's Conference has remained the same, approximately 150 for the two and a half-day event. Their curriculum has remained constant during this period, bringing in one or two outside speakers for the conference.

The Command Decisions course has evolved and changed over the years, and is about to make another sweeping change over the next three years. We will be bringing in an outside, contemporary, well-known chief as a speaker. The course is currently a 32-hour course over four days. Next year it will be a 32-hour course, spread over five days. And beginning this year, there will be some type of measurement, but there will not be a written test.

I understand that you are retiring this year. What plans do you have for retirement.

I plan to retire August 31. I've planned a vacation to Cape Cod, Massachusetts with my wife Anne, and my mother. My mother has always loved the cape, and Anne's never seen it, which makes it more exciting for all of us. We are anxiously looking forward to this trip.

We have two grandchildren. Chelsea, our son Lee's daughter, is 12 this year. He and his wife Karen are justifiably proud of her. Our daughter Megan, has a 2-year-old son, Michael, and expects a daughter, Taylor Anne in September. This is a wonderful time for our family. Retirement will also afford me an opportunity to play more golf with my son Lee and son-in-law Hutch. They still let me win occasionally.

Although I'm retiring, I still hope to be around the DOCJT in some capacity. I plan to be a KLEC instructor monitor and work with the ECU Regional Community Policing Institute. The Department of Criminal Justice Training is a very special place to me.

Six DOCJT Employees Retire

*Jacinta Feldman Manning
Public Information Officer*

Six veteran employees with nearly 150 years of service between them retired from the Department of Criminal Justice Training this summer.

It was the largest and most experienced group of employees to retire at the same time in the agency's history.

Kirby Allen, Doug Czor, T.R. Jude, Diane Patton, Jim Rollins and L.J. Weber were honored at a retirement reception at the agency July 30.

"Each one of them has been an important contributor to the many different successes DOCJT has enjoyed over the years. We'll certainly miss the reliability they represent," DOCJT Commissioner John Bizzack said. "I consider it a privilege to work with responsible, professional-minded, business-like people who are always at their best – each one of these folks are always at their best."

The six retirees, whose positions range from instructors to executive staff members, also had a wide range of education and professional service before coming to DOCJT.

Kirby Allen came to DOCJT in 1991 after retiring from the Lexington-Fayette Urban County Government Division of Police. He had served four years in the army before becoming a law enforcement officer. Allen retired as a law enforcement training instructor III in the Basic and Advanced Vehicle Operations Section. He has a degree in law enforcement from Eastern Kentucky University.

Doug Czor retired as the branch manager of Professional Development. He began his career with the agency in 1977 as a law enforcement instructor. In 1985 he was promoted to supervisor and in 1997 made branch manager. During his tenure with the agency, Czor was instrumental in several of the advancements in law enforcement training. He developed the Criminal Justice Executive Development Program. He also oversaw the establishment of the Telecommunicator Basic Training Academy and the curriculum for the four-week program. Before coming to the Department of Criminal Justice Training, Czor served as an officer for the South Whitehall Township Police Department for a year and for the Richmond Police Department for two years. He earned an associate's degree in Police Science and Admin-



Back row from left to right Diane Patton, Kirby Allen, T.R. Jude, Jim Rollins. Front row left to right L.J. Weber and Doug Czor.

istration from Lehigh County Community College and a bachelor's degree in law enforcement from Eastern Kentucky University in 1973.

T. R. Jude retired as an investigator III in the Compliance Section. Jude came to the agency in 1990 as an instructor, but later transferred to the Compli-

ance Section. Jude had a long and varied law enforcement career beginning with three years with the U.S. Army Military Police. He spent two years as a Metropolitan police officer in Washington, D.C. and four years with the Maryland State Police. He came to Kentucky and retired after 20 years as a state trooper. Jude has a bachelor's degree in police administration from Eastern Kentucky University.

Diane Patton began her career with the agency in 1976. Since then she has worked for every commissioner and in nearly every section of DOCJT. She retired as a staff assistant in the Commissioner's Office. She was instrumental in several of the agency's publications and was one of the original creators of the *Kentucky Law Enforcement News* magazine. Patton was editor of the award-winning magazine until she retired. Before coming to DOCJT, Patton worked at the Department of Education for a year. She has a bachelor's degree from Berea College.

Jim Rollins first began his career with DOCJT in 1974. He left the agency in 2002, but after a short retirement returned as the Information System's Branch manager. Rollins had 10 years experience as an officer before coming to DOCJT. Rollins was a patrol officer, a detective and a traffic investigator. He has held the position of police academy supervisor, information systems supervisor and information systems manager at the agency. Rollins has a bachelor's and master's degrees.

L.J. Weber began his career with the agency in 1977 as a physical training instructor. Since then he has been instrumental in the physical and defensive tactics training of thousands of officers. Weber has both his bachelor's and master's degree from Eastern Kentucky University.

Comings and Goings

New Employees

Michael Carpenter began work on 04/16/04 as a Stores Worker in the Supply Section. Michael comes to DOCJT from Berea, where he was employed at Bass and Bucks Sporting Goods.

Monica Woods began work on 05/16/04 as an Instructor I in the Investigations Section of the Professional Development Branch. Monica comes to us from the U.S. Secret Service where she was employed since 1997.

Jeff Lewis began work on 05/16/04 as an Instructor I in the Incident Command Tactical Response Section of the Professional Development Branch. Jeff comes to us from the Lexington Police Department where he was a lieutenant assigned to the Internal Affairs Section.

Paul Headley began work on 05/16/04 as an Instructor I in the Basic & Advanced Vehicle Operations Section of the Basic Training Branch. Paul comes to us from the Mount Sterling Police Department where he has been employed since 1999.

Walter Tangel began work on 07/01/04 as an Instructor I in the Management Section of the Professional Development Branch. Walter comes to us from the International Association of Chiefs of Police in Alexandria VA, where he was employed as a Program Manager. He retired from the Jefferson County Police Department in 1995.

David York began work on 06/17/04 as a Special Assistant in the Commissioner's Office. David is a former director of legislation and lobbyist.

Stephen Fessel began work on 07/06/04 as a Statistical Research Coordinator in the Commissioner's Office. Stephen comes to us from the Department of Corrections and Juvenile Justice, where he worked as a graduate assistant.

Christopher White began work on 06/16/04 as an Investigator III in the Compliance Section. Christopher has law enforcement experience from the Lexington Police Department and Newport Police Department.

Transfers

Robert Ramsey transferred from Basic and Advanced Vehicle Operations to Physical Training Section effective 05/16/04.

Scotty Saltsman transferred from Evaluations to General Studies effective 07/01/04.

Van Spencer transferred from Evaluations to Investigations effective 07/01/04.

David Stone transferred from Basic and Advanced Vehicle Operations Section to Evaluations effective 07/01/04.

Larry Ousley transferred from Firearms to Evaluations effective 07/01/04.

Patrick Howard transferred from Patrol/Traffic to Firearms effective 07/01/04.

Don Nicholson transferred from Investigations to KLEC/POPS effective 07/01/04.

Billy McGuire transferred from Investigations to Compliance effective 06/01/04.

Retirements

Diane Patton retired after 28 years of service from her position of Staff Assistant on 07/31/04.

L.J. Weber retired after 27 years of service from his position of Law Enforcement Training Instructor III in the PT/DT Section on 07/31/04.

T.R. Jude retired after 14 years of service from his position of Investigator III in the Compliance Section on 07/31/04.

Kirby Allen retired after 13 years of service from his position of Law Enforcement Training Instructor III in the Basic & Advanced Vehicle Operations Section on 07/31/04.

Ed Haddix retired from his position as Law Enforcement Training Instructor I on 05/31/04.

Jim Rollins retired after 30 years of service from his position of Branch Manager of the Information Systems Branch on 06/30/04.

Doug Czor retired after 27 years of service from his position of Branch Manager in the Professional Development Branch on 08/31/04.

Promotions

Kevin Rader was promoted from Network Analyst II in the Computer Section to Information Systems Manager on 08/01/04.

Edliniae Sweat was promoted from Administrative Specialist III in the Staff Services Section to Executive Staff Advisor in the Commissioner's Office on 08/01/04.

Donna Masters was promoted from Assistant Director of the Administrative Division to the Division Director II of the Administrative Division on 06/16/04.

Ken Schwendeman was promoted from Division Director II of the Administrative Division to Executive Director of Office of Legislative and Intergovernmental Services in the Justice & Public Safety Cabinet on 06/16/04.

Goings

Tina Horn resigned from her part-time position as Clerk II in the Personnel Section on 07/15/04.



Keeping Focus on a Healthy Lifestyle

*Lt. Governor Stephen B. Pence, Secretary
Justice and Public Safety Cabinet*



Stephen B. Pence

Recent studies show that Americans are gaining weight. Over the last decade, our society has indulged in excessive, damaging behaviors causing a sharp increase in obesity. Every day, headlines describe the horrifying truths of this disease. Americans must change their mind-sets now or our future generations will inherit this lack of care for their mental and physical well-being. Three things keep me focused on living healthy: exercise, eating well and prayer.

I must admit that I am not a fitness guru or diligent carb-counter. However, I

try to exercise regularly and eat sensibly. I encourage my five children to do the same. As a concerned father, I want them to grow up free of heart disease, diabetes and other ailments associated with obesity. As parents, we serve as role models for our children and have an important mission to teach them to be healthy. My regimen may be a little strenuous for their liking, but they try to keep up with their dad.

They tell you at the Department of Criminal Justice Training when you come to the academy, that as peace officers you have given up the right to be unfit. The goal of fitness in law enforcement is to enable you to competently perform the duties required of officers. The most strenuous physical tasks for officers tend to be infrequent, but critical. Physically fit officers perform strenuous tasks at a more proficient level.

As for me, I try to exercise five or six times a week. I run, walk or jog three times a week. Other days I lift weights. I do not push myself as much as I used to during my time on military active duty. I run about a half an hour or about three to five miles. Cardio workouts strengthen resolve in order to push for that extra mile.

I have always liked running best. I began running cross-country in high school. I enjoyed the satisfaction of pushing both mentally and physically in long distance races. I kept running throughout my college years, including law school. Running helps me clear my head, collect my thoughts and regain my focus.

Running is synonymous with the military. We ran a lot. We ran to stay in shape. We ran for drills. We ran for punishment. We ran for fun. It was while I was in the Army that I ran my first marathon. While I was stationed in Germany, I ran in the Marine Corps Marathon in 1985 and 1986. I finished both marathons in decent time. My finishing times never were an issue. Crossing the finish line was a great accomplishment. The feeling of pride that overcomes me after finishing a race is a great sensation.

Currently, I serve as a Lieutenant Colonel in the U.S. Army Reserve Judge Advocate General Corps. I have been in the reserves for 17 years,

five years on active duty. I still have to pass an Army physical training test twice a year. I have to run two miles in a certain time and do a set number of sit-ups and pushups. Therefore, I stay in shape.

My wife, Ruth Ann, is also an ardent runner. She and I usually run together around our neighborhood in Louisville or in 10k runs with our friends. We always try to run at the same pace, but she has a knack for buzzing past me at times. Nevertheless, running is not Ruth Ann's only hobby. She is also an excellent chef.

Ruth Ann likes to cook good, healthy foods. For the last 14 years, she has prepared brussels sprouts and yes, I have eaten them. Ruth Ann does not know this, but I hate brussels sprouts. I figure that is okay to say. President George H.W. Bush was not a fan of broccoli, and he turned out fine. He is still skydiving into his 80s. You just have to find the healthy foods that fit your tastes and work for your routine.

However, eating healthy is easier said than done, especially when you lead a busy lifestyle. When Governor Ernie Fletcher and I campaigned last fall, fast schedules and fast foods defined my lifestyle. Now that the campaign season is over, I am more conscientious about my eating and exercise habits. Exercise and eating sensibly are measures of a healthy lifestyle, but they are not the only factors.

It goes without saying that the better the food you eat, the healthier you will be. As officers, most of you eat what is convenient, cost effective and/or time efficient. You grab fast food between calls. Unfortunately, this usually equals too much fat and eating at odd times. Fortunately, even most fast food establishments now offer a variety of better choices. It's up to you to make better choices and begin to break old habits.

Leading a healthy lifestyle includes finding an outlet for the stresses in your daily life. If a good run does not do the trick, I like to spend some quality time with "Doctor Davidson." I will ride my 2002 Harley Davidson Heritage Classic on some of the state's beautiful and scenic roadways. Although riding my Harley is therapeutic, my spiritual conditioning is the foundation of my healthy lifestyle.

Maybe the best way to regain my focus and put things in perspective is to pray. As a Christian, I am proud to say that I pray every night. Prayer helps me stay grounded and realize where I need to work harder to make a difference in the lives of the people I serve. As secretary of the Justice and Public Safety Cabinet, I constantly pray for law enforcement officers and their mental and physical well-being.

As peace officers you must be willing to work hard and commit yourself to the highest level of personal fitness. Your life and the lives of others may depend on it.

I know that you as a law enforcement officer, face many of the same challenges, time constraints and hectic schedules that I do. Yet, I encourage you to work toward leading a healthy lifestyle. The process will occur in steps, but over time, these small steps will reap long-term benefits. Take pride in yourselves. The remedy begins with you. Go the distance.

Governor Accepts Drug Summit's Recommendations

Jamie Neal
Public Information Officer

As scheduled, the team charged with conducting a 20-week assessment of substance abuse and recommending a statewide drug-control policy for Kentucky turned over its preliminary report June 28 to Governor Ernie Fletcher.

Fletcher accepted the Statewide Drug Control Assessment Summit's recommendations and was scheduled to announce a state plan for addressing substance abuse at the end of August. This issue of *Kentucky Law Enforcement News* was sent to print before that date, so a story in the next issue will detail the plan.

The Summit recommended immediate and long-term strategies. Based on the actions the team suggested, Kentucky will have a new agency to coordinate the Commonwealth's response to substance abuse, which will include making policy recommendations about the administration and development of programs related to drug prevention-education, treatment and law enforcement.

In each of those areas, the statewide drug-control policy will focus on increasing programs that are outcome-based and most effectively impact substance abuse in Kentucky. It will also eliminate those that are duplicative or have not shown desirable results, ensuring that the state is making the best use of its resources in reducing the substance abuse problem.

"We must move beyond just being tough on crime to being effective on crime, and that's not only for those caught in the jaws of addiction, but also for the taxpayer who foots the bill," Governor Ernie Fletcher has said.

In February, the governor and Lt. Governor Stephen Pence, who is also Justice and Public Safety Cab-

net secretary, headed up the Summit and appointed the 51-member team of state, federal and local officials to evaluate drug abuse issues in the Commonwealth. The Summit was the first in the state to bring together officials from drug prevention-education, treatment and law enforcement to collaboratively and comprehensively examine substance abuse in Kentucky.

During its assessment, the Summit and its delegates held 16 regional public input meetings across Kentucky to hear from citizens, officials, and representatives of prevention-education, treatment and law enforcement programs about substance abuse issues in their areas and sug-

"We must move beyond just being tough on crime to being effective on crime, and that's not only for those caught in the jaws of addiction, but also for the taxpayer who foots the bill."

Governor Ernie Fletcher

gestions for addressing the problems.

More than 3,000 Kentuckians attended the input forums, and more than 850 of them addressed the Summit panels at the meetings.

Two other major sources of information for the Summit's assessment were interviews with those throughout the state who work in the three assessment areas and substance abuse questionnaires available online and in paper form.

As designated by the lieutenant governor, the Department of Criminal Justice Training provided a variety of services throughout the Summit, including data collection, public information, and meeting site and logistics coordination.

For more information about the Summit, visit its Web site at www.kydrugsummit.ky.gov.

Generations Join the Ranks

Abbie Darst
Public Information Officer

The children of peace officers have it made when their parent comes to talk on career day at school. From dreaming of carrying a gun and badge to listening to the exciting stories told to them at night, few careers excite kids and get their imaginations rolling like that of a law enforcement officer. This may be why so many sons and daughters often follow the footsteps of their parents and grandparents into law enforcement careers.

This tendency can be seen all over the country, with various police agencies boasting of father-son duos, multi-generational policing and even twins serving at the same department. Kentucky agencies fall right in the mix with numerous law enforcement families scattered within different agencies and throughout the state.

The Lexington Police Department has numerous officers who are the third and even fourth link in the successive chain of family members involved in law enforcement. The Carter name has been a part of the Lexington department since 1929 when Zac Carter was forced to change career paths after his hosiery business folded during the onset of the Great Depression. During this time period, policing was a job one took to support his family when the good jobs were unavailable. Officers were afforded one day off per month and received very little pay.

However, Carter lasted well past the Depression years and stayed with Lexington long enough to see his son, A. Morris Carter, join the force in 1951, three years before his retirement. More than 20 years later, in 1972, Andy Carter followed his father and grandfather into the Lexington Police Department where he rose through the ranks to his current position as major.

"When you grow up with it, you automatically tend to move in that direction," Maj. Andy Carter said about his decision to continue



Zac Carter, bottom, and his son A. Morris Carter stand with the 1951 Lexington Police Department. They are the grandfather and father of current Maj. Andy Carter.

ANDY CARTER/SUBMITTED

on the previous generational path. Maj. Carter recalls his father and grandfather sitting around the table swapping police stories. "I heard a lot about changes," Carter said. "There were some hardships and bad times, but there were plenty of stories about good times to outweigh the bad."

Perhaps it's these intriguing stories, which pique a child's interest and instill the first desire to become an officer and create one's own stories, that draws generation after generation into the field.

Third generation Maysville Officer Jared Muse attributes his personal aspiration to enter law enforcement to his father's stories and first-hand revelations. "I became an officer because of my dad. I remember my dad as a hero when he came home with his police car, gun and hat and told us about his day," Muse said. Jared Muse's brother, Andy Muse, also served for nearly seven years at the Maysville department before transferring to the Kenton County Police Department. However the Maysville department was used to the Muses long before Jared and Andy's time.

After serving with the Kentucky Highway Patrol for a year, Jared



Howard Muse

Jerry Muse

Andy Muse

Jared Muse

Muse's grandfather, Howard Lee Muse, joined the Maysville department in 1948 for a \$15-a-month raise. Over the next 27 years, Muse moved through the ranks and by the time he retired in 1977 he had served as the Maysville chief for nine years. His son, Jerry Muse, joined him at Maysville in 1969, where he remained for 20 years before retiring as a lieutenant.

It was during his father's time as a Maysville officer that Jared Muse decided he wanted to become a police officer as well. He recalled a specific occurrence when his father was involved in a shootout and he and his mother listened to the call on the scanner in their home. Muse said that though the situation was scary for his mother and him, there was also an air of excitement that sparked his first inclination to pursue a law enforcement career.

Situations like the one the Muses experienced are what make peace officers' jobs more influential in the everyday lives of their families than various other occupations. The life of peace officers and the nature of their work often does not allow for clear-cut lines between work and home life. "You eat it, you breathe it and eventually you fall into it," Jared Muse said about his thoughts on why children of peace officers choose to go into law enforcement though lucidly aware of the hardships.

"I don't think it's totally uncommon. Children often follow in their parents footprints, but with a police officer, the whole family feels it," said Van Ingram, Maysville chief and president of the Kentucky Association of Chiefs of Police. "It's often a natural progression for a child to feel comfortable around police officers."

It is this level of comfort and familiarity that led Megan Tucker into the Covington Police Department. The granddaughter of an FBI agent and the daughter of 22-year Covington officer Jim Tucker, Megan Tucker knew she wanted to be a part of law enforcement since she was five years old, at a time when women comprised less than two percent of sworn law enforcement positions. She said the only real question was whether to join on a federal or local level.

After graduating from Northern Kentucky University with a degree in criminal justice, Tucker chose to join the Covington department.

"I had the intention of going with Covington because my dad was there. The department practically raised me. It's like one big happy family," Megan Tucker said.

The sense of familiarity may play its part in other ways too. "People in the community recognized the name from my dad and they respected that. That probably made things easier on me than any average person coming into a department," Megan Tucker said.

However, there is a flip side to this pattern that deals with the harsh realities of a law enforcement career. Not all officers make it home at the end of the shift to join their families and talk about their day. Somerset Police Chief Harold Lewis Catron succumbed to wounds received while in the line of duty on September 16, 1964 and his name was placed on the Kentucky Law Enforcement Memorial when it was erected in 2000. On April 13, 2002 his son, Pulaski County Sheriff Sam Catron, was killed. When his name was added to the memorial the following spring, Harold and Sam Catron became the first father and son whose names appear on the memorial.

With the dangers that can accompany everyday duties, one would wonder how often peace officers encourage their sons and daughters to go into law enforcement. Megan Tucker said it was her grandfather that pushed more than anything, recalling that her dad was actually the only person that had any problem with her choice because of concerns for her personal safety.

However, several officers of current generations express that it would be difficult for them if their child decided to begin a law enforcement career. Maj. Carter discussed the fact that neither of his children expressed a desire toward law enforcement. "I never assumed anything with either one. There was no pressure received from my father either. Often, the worst thing you can do as a parent is lead your child into a career path," Carter said.

However, there is something about the law enforcement field that brings generation after generation into its ranks. "Every day is different," Megan Tucker said. "There's always something going on, something big, something exciting," and that's what keeps these families coming back for more.

ABBIE DARST/PHOTO ILLUSTRATION

DOCJT Continues Generational Trend

Abbie Darst

Public Information Officer

The Department of Criminal Justice Training employs numerous individuals that served in some law enforcement capacity before joining the DOCJT staff. The same pattern that is seen in law enforcement throughout the country is just as prevalent within the department.

From police officers and sheriff's deputies to telecommunicators and FBI agents, there are numerous job titles that fall under the heading of law enforcement. Many DOCJT employees have family members, ranging from grandparents to spouses to children and nieces and nephews, who have served or currently are serving in law enforcement-related positions.

The following is a list of employees, their current position, their previous law enforcement position and their law enforcement family members.

John W. Bizzack – Commissioner, retired Lexington Police Department captain

- Son – Jason Bizzack – Fayette County Sheriff's deputy

Herb Bowling – Deputy Commissioner, retired KSP

- Son – Brian Bowling, KSP Morehead Post sergeant
- Son – Jim Bowling, KSP Mayfield Post sergeant
- Son – Larry Bowling, KSP Morehead Post trooper
- Son – Duane Bowling, Montgomery County deputy sheriff
- Daughter-in-law – Becky Bowling, Kentucky ABC officer
- Daughter-in-law – Michelle Bowling, Kentucky Probation and Parole officer
- Nephew – Greg Ball, Mt. Sterling Police Department officer

David Hobson – staff assistant, former University of Kentucky Police Department officer

- Son – Eric Hobson, Lexington Police Department officer
- Great Grandfather – James Robert Gaskins, former Point Pleasant, West Virginia Police Department chief
- Cousin – James Ferrell Gaskins, Point Pleasant, West Virginia Police Department chief

Horace Johnson – Training Operations Division director, former Western Kentucky University Police Department chief

- Wife – Margaret Johnson, former Bowling Green Police Department 911 manager and current DOCJT Telecommunication instructor
- Son-in-law – Clark Arnold, Bowling Green Police Department captain
- Son-in-law – David Skinner, Western Kentucky University Police Department officer
- Nephew – Phillip Ferguson, Logan County 911 Emergency Operations Center telecommunicator

T.R. Jude – retired Compliance Section investigator, former Military, Maryland State, Washington D. C., Kentucky State police

- Son – Roy K. Jude, Winchester Police Department captain
- Son – David P. Jude, KSP Academy instructor

Barney Kinman – Compliance Section investigator, retired Lexington Police Department lieutenant

- Father – Harold Lee Kinman, retired KSP lieutenant

Gerald Ross – staff attorney supervisor, retired Lexington Police Department lieutenant

- Father – Ellis R. Ross, retired KSP lieutenant

Larry Sennett – General Studies Section instructor, former Lexington Police Department officer

- Twin brother – Garry Sennett, Lexington Police Department sergeant

Joe Gilliland – DUI Enforcement Section instructor, former Danville Police Department captain/deputy chief

- Son – Joseph L. Gilliland II, Danville Police Department officer

Darrell Cook – DUI Enforcement Section instructor, U.S.A.F. Security Police K-9 handler and Southgate Police Department officer

- Uncle – Robert Schindler, Newport Police Department captain and retired Wilder Police Department chief
- Uncle – George Schindler, Newport Police Department sergeant

Van Spencer – Investigations Section instructor, retired Lexington Police Department officer

- Father – Harley Spencer, retired Jefferson County Police Department officer
- Nephew – Brian Spencer, University of Louisville Police Department officer

Terry W. Runner – General Studies instructor, retired Henderson Police Department sergeant, Crime Scene Unit supervisor

- Uncle – Gary Keith, Wilson County, Tennessee Sheriff's deputy, captain
- Cousin – Rusty Keith, Wilson County, Tennessee sheriff
- Uncle – Wash Finn, former Warren County constable
- Grandfather – Emerson Tarter, former Edmonson County judge
- Great Grandfather – Charles Miller, former Bowling Green Police Department captain
- Great, Great Uncle – Charles Sullivan, former Bowling Green Police Department chief
- Cousin – John Cook, retired Bowling Green Police Department sergeant
- Cousin – Larry Skaggs, retired KSP captain and Kentucky Water Patrol

Terry L. Mosser – General Studies Section supervisor, former ECU Division of Public Safety lieutenant

- Grandfather – Harry Yenser, former Leighton, Pennsylvania Police Department chief

Pat Carter – Telecommunications Section supervisor

- Son – Chris White, retired Lexington Police Department sergeant and current DOCJT Compliance Section investigator

Don Pendleton – Training Division director, retired KSP director of operations Lt. colonel

- Son – Dwayne Holder, KSP, Columbia Post trooper

Ron Godsey – Compliance manager, retired KSP sergeant

- Wife – Betty Godsey, former Lancaster Police Department dispatcher, KSP Post 7 radio room supervisor and current DOCJT Advanced Telecommunication Section supervisor
- Son – Matt Godsey, Nicholasville Police Department corporal

George Boling – DUI Enforcement Section supervisor, former Paris Police Department chief

- Grandfather – Henry Boling, former Bourbon County jailer
- Father – Fred Boling, former Bourbon County sheriff
- Wife – DeAnna Boling, former Paris Police Department dispatcher and assistant 911 manager and current KLEC/POPS employee
- Uncle – Harry Boling, former L & N Railroad detective

Gary Shaffer – Basic and Advanced Vehicle Operations instructor, former Richmond Police Department lieutenant

- Father – Richard W. Shaffer, former Clark County, Ohio Sheriff's Office deputy sheriff
- Great-uncle – John Shaffer, former Springfield, Ohio Police Department captain

Statewide Briefs:

Blue Knights Kentucky XI Hosts Memorial Ride



ANDREA BROWNSUBMITTED

The picture shows Jefferson County Sheriff's Office riders preparing for the first memorial ride in 2003. The Blue Knights Kentucky XI will host its second law enforcement memorial ride on Saturday, September 11. The ride is in memory of those officers who died in 2003 while serving the Commonwealth. Registration is from 9 a.m. until 11 a.m. at the Department of Criminal Justice Training in Richmond. There will also be a car and bike show, agency police car show and KSP history van. The cost of the ride is \$20 per driver and \$10 per passenger. The cost includes an event pin, t-shirt and lunch. All proceeds go to the Kentucky Law Enforcement Memorial Foundation. For additional information contact Joe Gilliland (859) 622-5073, Tom Blankenship (859) 622-4372 or the memorial foundation (859) 622-2221.

Law Enforcement Agencies Continue to Receive Surplus Equipment

Law enforcement agencies in the Commonwealth continue to benefit from a U.S. government surplus program administered by the Kentucky State Police. A list of agencies and the equipment they received for April, May and June are:

Agency

Shelby County Sheriff's Office
Christian County Sheriff's Office
McLean County Sheriff's Office
Hopkinsville Police Department
Jefferson County Sheriff's Office
Ohio County Sheriff's Office
Kentucky State Police
Meadow Vale Police Department
Shelbyville Police Department
Scott County Sheriff's Office

Property Received

Magazine cartridges
Survival kits
Generator set
Lifesaver cutter kits
Utility boat
Cargo trailer
Computer monitors
Laptop computers
Armor plate
Truck Ambulance

Adair County Native Elected President of KSPPA

Kentucky State Police Capt. Jeff Hancock was elected president of The Kentucky State Police Professional Association at the organization's annual convention in Owensboro. KSPPA has more than 900 members including active and retired state police officers, dispatchers and arson investigators.

Hancock is a 22-year veteran of the KSP and currently serves as commander of KSP Post 15 in Columbia, which has responsibilities for Adair, Casey, Clinton, Cumberland, Green, Marion, Metcalfe, Monroe, Russell, Taylor and Washington counties.

37th Annual Coroners Conference Completed in April

The Kentucky Coroners Conference was conducted April 21 to 23 in Louisville. Chief Medical Examiner Dr. Tracey Corey, who also provided a Sudden Infant Death Syndrome update class, emceed the program. More than 150 coroners, deputy coroners and other law enforcement officials attended the program. Presentations included Elder Abuse/Selenium Intoxication by Dr. Donna Hunsaker, Blunt and Sharp Force Injuries by Dr. Greg Davis, and Mechanisms of Death by Dr. John Hunsaker. The David J. Wolf Award was presented posthumously to Don Stith, Boone County coroner.

Salt Lake City Hosts the 2004 IADLEST Conference

*Carolyn Schaefer, Procedures Development Coordinator
Deputy Commissioner's Office*

Beautiful Salt Lake City, with its snowcapped mountains, welcomed members of the International Association of Directors of Law Enforcement Standards and Training June 13 to 17. The association's mission is to research, develop, and share information, ideas, and innovations, which assist states in establishing effective and defensible standards for employment and training of criminal justice personnel. The theme for the 2004 conference was Homeland Security.

Department of Criminal Justice Training Deputy Commissioner Herb Bowling was installed as the organization's president at the conference.

Jeff Allison, homeland security adviser to the FBI Office of Law Enforcement Coordination, presented a segment on domestic terrorism. Allison stated that he believes "there will be another attack on America and our number one problem is apathy. Yes, we may have other problems in our areas that may be of competing concern, but we must be concerned about terrorism and we must be prepared." He stressed the need for police academies to have awareness-level training in both basic and in-service classes. The U.S. Department of Homeland Security developed a training video and standardized training curriculum that will soon be available to police agencies and training academies at no cost. IADLEST encourages academies to use this training.

Ketchum, Idaho Chief Cory Lyman, who was the lead investigator of the Elizabeth Smart case, presented an overview of the case of the 14-year-old girl who was abducted from her Utah home in June 2002. He explained the investigative challenges of such a high-profile case and the methods used to overcome them. He discussed the case in hindsight and explored the options that may be applied in future situations. In such cases, Chief Lyman suggested that law enforcement eliminate the family as suspects as soon as possible and work with them, create media strategies, keep an open mind and tap in on all resources.

Community policing was evident in this case. The family, media and public all teamed with law enforcement and their efforts were successful. Elizabeth, who had been held at a campsite three miles from her home, was returned to her family in March 2003. Above all, Chief Lyman suggested having a national standardized policy and procedure for abductions.

Also present was Elizabeth's uncle, David Smart, who, as a family member, viewed the situation from a different perspective. "A family facing such an abduction may respond in two different ways. An extroverted family will strike out to do something about the abduction. An introverted family feels helpless and can do nothing but curl up into a fetal position and leave it up to law enforcement to search and investigate," Smart said. The family took action by calling church members and friends to search the area around the home immediately. The community rallied around the family. More than 8,115 volunteers searched for Elizabeth in the first nine days after her abduction. The Smart family was aggressively involved in the case. It was a very painful ordeal. They became obsessed with finding Elizabeth, and it paid



Incoming IADLEST president, Herb Bowling, recognizes past president, Mark Gilbertson from North Dakota, for his service to the organization.

off. Smart said the National Center for Missing and Exploited Children and the media were great resources. He challenged IADLEST to set up national standards or protocol for training on child abductions.

Dr. Bobby Smith, a former Louisiana state trooper, presented Vision of Courage, a recounting of how his life suddenly changed in 1986 when, during a routine traffic stop, a drug dealer's gunshot left him permanently blind. Losing his career, financial stability and eventually, his marriage, he struggled with how to deal with so much loss and tragedy. Again in 1997, he was faced with another loss when his daughter was killed in a traffic accident. As a result of his difficulties, Dr. Smith realized that he didn't want other officers suffering as he did. In November 2001, he established the Foundation for Officers Recovering from Traumatic Events. FORTE's goal is to establish treatment centers that will provide free and confidential psychological, educational and training services for police officers and firefighters across the nation.

The conference concluded with a banquet and the installation of new officers. Installed as president was Herb Bowling, deputy commissioner of the Kentucky Department of Criminal Justice Training; first-vice-president, Mike Parsons, Washington State Criminal Justice Training Commission; second-vice-president, Pat Bradley, Maryland Police and Correctional Training; secretary, William Flink, Central Shenandoah Criminal Justice Training Academy, Virginia; and Tomi Dorris, chief legal counsel for the Ohio Department of Public Safety will serve another term as treasurer.

Missing and Exploited Children

During the International Association of Director's of Law Enforcement Standards and Training Conference, IADLEST was asked to help implement a phase of recognized national training that would provide a uniform framework for assisting in conducting successful missing/abducted-children investigations.

The U.S. Department of Justice recently reported that in a one-year period of time:

- 1,682,900 children ran away or were thrown away
- 203,900 children were abducted by family members
- 198,300 children were involuntarily missing, lost or injured
- 58,200 children were abducted by non-family members.

The National Center for Missing and Exploited Children, a private, non-profit organization, was established in 1984, operates under a congressional mandate and works in cooperation with the U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention. Between 1984 and December 2003, NCMEC played a role in the recovery of more than 95,000 children, handled more than 1.8 million telephone calls through the nationwide, toll-free hotline, 1-800-THE-LOST (1-800-843-5678), and received more than 183,000 reports about sexually exploited children on their CyberTipline www.cybertipline.com.

To help law enforcement in cases of missing and exploited children, NCMEC offers the following assistance:

- **Age Enhancement, Facial Reconstruction and Imaging/Identification Services.** NCMEC provides computerized age progression of the photographs of long-term missing children. It does reconstruction of facial images from morgue photographs of unidentified deceased juveniles so that posters may be made to assist in creating artist composites. It also provides assistance in identifying children whose images are found in confiscated pornography and training in imaging applications and techniques.
- **AMBER Alert.** NCMEC assists cities, towns, states and regions across the U.S. in the implementation of America's Missing: Broadcast Emergency Response, which is a voluntary partnership between law enforcement agencies and broadcasters to activate an urgent bulletin over the airwaves in serious child-abduction cases.
- **Exploited Child Unit.** NCMEC's Exploited Child Unit serves as a resource center for the public, parents, guardians, law enforcement and others regarding issues of sexual exploitation of children. ECU analysts process CyberTipline reports, disseminate leads, and provide technical assistance to federal, state, local and international law enforcement agencies investigating cases involving the sexual exploitation of children. The ECU can perform Internet, public-record database and CyberTipline historical searches. They maintain a list of law enforcement officers with technical expertise and Internet Service Providers.



- **Case Analysis.** NCMEC's Case Analysis and Support Division assesses leads and provides the most usable, relevant information possible to law enforcement and state clearinghouses. Using NCMEC databases, external data sources, and geographic-information databases, analysts track leads, identify patterns between cases and help coordinate investigations by linking cases together.
- **Locator.** The Lost Child Alert Technology Resource provides law enforcement, free of charge, the tools needed to quickly disseminate images of and information about missing children.
- **Legal Resource Division.** NCMEC's Legal Resource Division trains and assists federal, state and local judges; prosecutors; law enforcement officers; and other related professionals in such areas as investigative protocols, trial tactics and strategies, legal research, civil liability issues, and the use of experts both as consultants and witnesses in trials. It also assists in the analysis of proposed legislation, public policy issues, and best-practice models for the investigation and prosecution of crimes against children.
- **Project ALERT.** America's Law Enforcement Retiree Team is composed of skilled, retired law enforcement officers who can travel and provide free, on-site assistance to hard-pressed local law enforcement in difficult missing or exploited child cases.

For information about these services and others offered by NCMEC, you may call any of their branches directly.

California	(714) 508-0150
Florida	(561) 848-1900
Kansas City	(816) 756-5422
New York	(585) 242-0900
South Carolina	(803) 254-2326

NCMEC also publishes information regarding safety and prevention strategies. You may visit their Web site at www.missingkids.com to learn more about these programs and publications.

Information for this article taken directly from National Center For Missing and Exploited Children's publications.

Homeland Security Web sites

These Web sites were provided by IADLEST. The 2004 conference focused on homeland security.

Government Executive

www.govexec.com

Features e-mail newsletters on various topics such as: top stories, management, homeland security and national defense.

U.S. Department of Defense News Terrorism

www.defendamerica.mil

Features current information on terrorism, the government's actions and the military's involvement in the war on terrorism.

Grants.Gov

www.grants.gov

This site allows organizations to electronically find and apply for competitive grant opportunities from all federal grant-making agencies. This site serves as a single access point for more than 900 grant programs.

National Terror Alert Resource Center

www.nationalterroralert.com

In the event of an attack, or at such time that the Homeland Security Advisory System terror alert is elevated to Condition Red, this site will immediately go live with breaking news, live updates, chat and information. It also features homeland security resources and information.

U.S. Department of Homeland Security

www.dhs.gov

The U.S. Department of Homeland Security official Web site.

www.ready.gov

The Web site provides information on how to prepare for either a man-made attack or natural disaster. It explains the important differences among potential terrorist threats that will impact the decisions you make and the actions you take. With a little planning and common sense you can be better prepared for the unexpected.

Counter-Terrorism Training and Resources for Law Enforcement

www.counterterrorismtraining.gov

Provides information on counter terrorism training and resources for law enforcement. The site has an entire section dedicated to funding programs for counter terrorism training.

Environmental Protection Agency

www.epa.gov/swercepp

Official site of the Environmental Protection Agency gives information on prevention, preparedness and response to the release of hazardous substances.

Conference on National Public Safety in Critical Incident Response Scheduled for September

The first ever joint DOJ-DHS three-day conference will allow the Department of Homeland Security, Science and Technology Directorate and the Department of Justice, National Institute of Justice to highlight the technology and training tools currently available and being developed for the responder community to deal with major threats to lives and property, such as terrorist attacks. The conference offers a unique opportunity for first responders, business and industry, academia and elected federal, state and local stakeholders to network, exchange ideas and address common critical incident technology needs.

Tentative topics for the conference are communications interoperability, information and intelligence sharing, transportation security, physical security for critical infrastructure protection, border security, federal funding and other assistance, threat and vulnerability assessment, electronic crime and cyber security, countering terrorists' use of explosive devices, CBRN countermeasure technologies, incident command, equipment standards and testing, simulation and training technologies, personal protection, technologies for safer communities, concealed weapons detection and surveillance tools, urban search and rescue and the SAFETY Act.

TECHNOLOGIES FOR PUBLIC SAFETY IN CRITICAL INCIDENT RESPONSE CONFERENCE & EXPOSITION 2004	
CONFERENCE CO-SPONSORS <ul style="list-style-type: none">U.S. Department of CommerceOffice of the Assistant Secretary of Defense for Homeland DefenseTechnical Support Working GroupInternational Association of Chiefs of PoliceInternational Association of Fire ChiefsNational Emergency Management AssociationNational Sheriff's AssociationEastern Kentucky University's Justice & Safety Center	HOSTED BY DHS's Science & Technology Directorate and DOJ's National Institute of Justice
FOR MORE INFORMATION CONFERENCE WEBSITE www.ctc.org CONFERENCE MANAGER Lisa Hecker 505.670.6153 lhecker@ctc.org EXHIBIT MANAGER Jerry Koenig 770.977.1200 kingsdh@aol.com	THEME Prevention, Response, Preparedness and Recovery DATE September 27-29, 2004 LOCATION Hyatt Regency, New Orleans, LA HOTEL RESERVATIONS \$93 Government rate for ALL attendees while rooms last. Reservations can be made at 800.233.1234 or www.ctc.org. Mention that you are attending the "Public Safety Technology Conference" to get this special hotel rate. WHO SHOULD ATTEND Public Safety Practitioners, Federal, State and Local Government, and Industry/Private Sector REGISTRATION FEES \$245 Public Safety Practitioner/Government \$355 Academia/Non-Profit \$565 Industry/Private Sector/Other EXHIBIT HALL \$1,300 Government/Non-Profit/Academia \$1,700 Private Sector/Industry/Other The hall can accommodate 95 10'x 10' booths.
FOR MORE INFORMATION, PLEASE VISIT WWW.CTC.ORG	

Governor Announces Body Armor Funding for Law Enforcement Officials

Justice and Public Safety Cabinet Staff Report

Governor Ernie Fletcher and Governor's Office for Local Development Commissioner Darrell D. Brock Jr. announced the awarding of funds for 482 bulletproof vests and six canine vests to 38 law enforcement agencies. The agencies made applications through the Kentucky Body Armor Program.

The Kentucky Body Armor Program, established in 1998, assists law enforcement agencies in acquiring body armor for their sworn officers. Funding for the program is derived from the sale of weapons confiscated by state and local law enforcement agencies. The Kentucky State Police receives these weapons and transfers them to the state's Division of Surplus Property, which sells them at public auction to federally licensed firearms dealers.

"It is critical that local law enforcement agencies in communities across the Commonwealth receive the support and resources they need to protect themselves as they work to make our neighborhoods, towns, cities and counties safe," Governor Fletcher said.

The allocation of monies enables 23 police departments, 14 sheriffs' offices and one regional agency to share \$188,381 to purchase the vests at a maximum amount of \$388 each.

"Safe communities are where tourists want to visit, safe communities are where businesses want to locate, safe communities are where families want to live," Commissioner Brock said. "This funding goes toward protecting the men and women who are on the front line, dedicating themselves to making safe communities for all Kentuckians."

Recipients may use these funds to purchase bulletproof vests for officers who do not have them or to replace vests that are more than five years old. Vests must meet or exceed the standards for body armor issued by the National Institute of Justice.

The Kentucky Body Armor program is a collaborative effort by GOLD, formerly the Department for Local Government, the Kentucky State Police and the Division of Surplus Equipment.

Applications remain on file until funds are available. Projects are selected for funding three or four times each year based on need and the availability of funds.

A governor-appointed selection committee makes the final funding decisions and ensures that allocations are made in all geographic regions of the state. Funding decisions are based on available resources that counties and cities have for purchasing police equipment.

Agency	Officer Vest	Canine Vest
Berea Police Department	2	1
Breathitt County Sheriff's Office	2	
Burnside Police Department	2	
Campbell County Police Department	28	
Cave City Police Department	1	
Crittenden County Sheriff's Office	5	
Cynthiana Police Department	10	1
Dayton Police Department	6	
Eddyville Police Department	3	
Elkhorn City Police Department	4	
Franklin Police Department	6	
Grayson Police Department	9	1
Guthrie Police Department	2	1
Hardin County Sheriff's Office	19	
Hopkins County Sheriff's Office	19	
Horse Cave Police Department	6	
Inez Police Department	2	
Johnson County Sheriff's Office	10	1
Lancaster Police Department	3	
LaRue County Sheriff's Office	4	
Lebanon Junction Police Department	1	
Lee County Sheriff's Office	5	
Letcher County Sheriff's Office	8	
Lexington Police Department	200	
Lynnview Police Department	4	
Marshall County Sheriff's Office	10	
Martin County Sheriff's Office	11	
Morgantown Police Department	6	
Mount Olivet Police Department	1	
Mount Sterling Police Department	4	
Operation UNITE	34	
Owsley County Sheriff's Office	3	
Paintsville Police Department	12	
Rockcastle County Sheriff's Office	12	1
Russell County Sheriff's Office	2	
Simpsonville Police Department	2	
Somerset Police Department	8	
Wolfe County Sheriff's Office	6	

Kentucky Internet Crimes Against Children Training Course Sheds New Light on Growing Problem

Abbie Darst
Public Information Officer

More than 2,000 children are reported missing every day and the odds of a child being sexually victimized before adulthood are one in five for girls and one in 10 for boys. These statistics, coupled with the sheer number of young people with computer and Internet access today, make Internet crime victimization a growing concern in the law enforcement community. It is predicted that by 2005, 77 million children will be online, making them more vulnerable to predators who seek to victimize them in any way.

These startling statistics were part of the driving force behind the Kentucky Internet Crimes Against Children Training Course that took place at Eastern Kentucky University June 2 to 4. The training course was led by the United States Attorney's Office, U. S. Postal Inspector, FBI and Kentucky State Police and was sponsored and facilitated in part by the Department of Criminal Justice Training. It was a multi-disciplinary approach that brought law enforcement, attorneys and child exploitation specialists together to gain knowledge of the growing problem of Internet crime and learn new ways to investigate the crimes and prosecute offenders.

"What this allowed us to do was bring in top-notch speakers from all over the country," DOCJT Basic Training Branch Manager Fran Root said about the multi-disciplinary coordination.

Gregory F. Van Tatenhove, the United States attorney for the Eastern District of Kentucky, and Lt. Governor Stephen B. Pence were among the speakers at the seminar and provided opening remarks discussing the significance and necessity of the training course. Immediately following their remarks, Van Tatenhove and Pence participated in a press conference to discuss the details of where Kentucky stands on the issues of child Internet crime, and prevention and prosecution strategies.

"I feel we need to strengthen state laws and make it stronger than a Class A misdemeanor for possession," Pence said during the press conference. "Internet crimes are not victimless. There is a victim. The child is the victim and what that child endures, society will have to pay for later on."

Van Tatenhove stressed society's need to realize that the Internet is a growing tool that predators can use to victimize children.

"We don't need to focus as if there is a predator around every corner, but things have changed in the last 10 years. The Internet is a new playground," he said.

Mark A. Wohlander, the assistant U. S. attorney for the Eastern District of Kentucky, was the coordinator for the event. He said the multi-disciplinary approach was key to the success of the course. "This seminar brings all the resources together," Wohlander said. "There are more and more cases where we have to think outside of the box in order to become more efficient in solving them."

Representatives from numerous law enforcement agencies across the state, as well as state troopers, FBI investigators, and state and local prosecutors were part of the large group that attended the three-day seminar. The seminar made the participants aware that these crimes transcend jurisdictional boundaries. The geographic location of a child is not a primary concern for perpetrators and, therefore, many cases involve local, state, federal and international law enforcement entities in multiple jurisdictions according to the U. S. Department of Justice's Office for Victims of Crime online bulletin. Seminars like the one held in Richmond help get all these entities on the same page toward aggressively pursuing perpetrators.



ABBIE DARST/DOCJT

Gregory F. Van Tatenhove, the United States attorney for the Eastern District of Kentucky and Lt. Governor Stephen B. Pence respond to questions at the Kentucky Internet Crimes Against Children press conference.

The Department of Criminal Justice Training ensured that attending law enforcement officers received certification credit from the Kentucky Law Enforcement Council. More than 50 members of the law enforcement community successfully passed the course, which ended with a comprehensive test over the information provided during the session.

The test was compiled from information given by speakers such as Michelle Collins, program manager for the exploited child unit of the National Center for Missing and Exploited Children (NCMEC), Maj. Sonny Cease of the Kentucky State Police, and investigators Capt. Jack Prindle, Boone County Sheriff's Office and Detective Shannon Stone, Winchester Police Department. Each of the course's nearly 20 presenters touched on a different facet of the course theme.

KSP Maj. Cease talked about the AMBER Alert plan, the way it works in Kentucky and how successful it has been in each activation. Cease said providing information is the primary key to law enforcement's success. "I think educating people on ways to protect themselves and contribute is a process," he said. "This group, together like this, their hearts are in the right place, and that's what is important to create a combined effort and an opportunity for networking to provide contacts and allow information sharing."

Collins focused on the information and services that NCMEC can provide to law enforcement and prosecutors who are investigating Internet crime, or a specific perpetrator or victim of child pornography, by using their compiled list of data, files and photographs from previous offenders and victims. "We exist to serve as a resource to law enforcement," Collins said about the center. "Anything we can do to better their chances."

One helpful resource that NCMEC offers is the Jimmy Ryce Law Enforcement Training Center, a training and technical-assistance program. Named in memory of 9-year-old Jimmy Ryce, who was abducted and murdered near his Florida home in 1995, the JRLETC was established to enhance the investigative response to missing and exploited children cases, according to the Web site. For more information on scheduled training for law enforcement, visit www.missingkids.com.

Kentucky Women's Law Enforcement Network Announces 2004 Conference

Submitted by KWLEN

The mission of KWLEN is to create a network to promote career development for the empowerment and unity of its members.

The KWLEN will conduct the annual election of a new Board of Directors for 2005 at the KWLEN Annual Conference 2004. Introduction of officer candidates will be held on November 10, at 11 a.m. at the Hilton Hotel. All members of the board shall be in good standing with membership dues paid for the current year.

If you would like to nominate yourself or another member for an office, please complete a nomination form, which can be obtained by contacting Jill Nehila at (859) 622-2362 or Jill.Nehila@eku.edu.

For information about the KWLEN please go to the website (www.kwlen.com). If you have any questions, call Jill Nehila, (859) 622-2362 or Jill.Nehila@eku.edu.

A highlight of the conference is the KWLEN Awards Recognition Luncheon sponsored by Galls, Inc. The program provides an opportunity for members to honor and recognize special contributions made to women in law enforcement.

Two types of awards are given at the conference: KWLEN Member of the Year and KWLEN Contributions to Law Enforcement. The organization is accepting nominations for the awards recognition program. KWLEN members, chiefs, sheriffs, supervisors, peers or community members may make nominations.

The KWLEN Member of the Year Award will be presented to a member in good standing. The recipient of this award will be recognized for his/her leadership, achievements, service and dedication to the organization and to the profession of law enforcement in the Commonwealth. The recipient will best represent the mission and goals of the KWLEN for the preceding year. Persons submitting nominations for this award should indicate the award category as KWLEN Member of the Year.

The KWLEN Contributions to Law Enforcement Award will be given in recognition of KWLEN members or other individuals who have shown outstanding leadership and visionary contributions to the law enforcement profession in Kentucky,

have significantly contributed to women in law enforcement in the Commonwealth, have provided positive role models for members and all women in law enforcement in Kentucky. Those submitting nominations for this award should indicate the award category as KWLEN Contributions to Law Enforcement Award.

To obtain an award nomination form or for information on the KWLEN Award Recognition Program, contact Linda Mayberry at Linda.Mayberry@eku.edu or (859) 622-2067.

Nominations must be postmarked by October 29 and forwarded to Linda Mayberry, deputy director, Justice and Safety Center, College of Justice and Safety, Stratton 245, Eastern Kentucky University, 521 Lancaster Avenue, Richmond, Kentucky 40475-3102, fax (859) 622-5879, or Linda.Mayberry@eku.edu.

2004 KWLEN Conference

Dates: November 10-12

Location: Hilton Hotel
7373 Turfway Road
Florence, Kentucky 41042
Tel: (859) 371-4400

www.cincinnatiairport.hilton.com

Registration Fee: \$100 pre-registration
(Full Conference Package includes lunch on Wednesday and Thursday, breakfast on Thursday and Friday, breaks, all conference activities and an active or associate membership fee)

Hotel Information: \$80 (excluding applicable taxes), reservations must be made before October 27.

Parking: Available on-site, no charge

Service Project: The Santa Shop

The Santa Shop at Kosair Children's Hospital was started when Geri Sasser, a nurse, was given \$100 by her pastor.

Host Agency: Covington Police Department

Career Day Host: Florence Police Department

Updated Information: www.kwlen.com

In the Spotlight with Chief Anthony Beatty

The following interviews were conducted by Edliniae Sweat.



Anthony Beatty began his law enforcement career in 1973 as an officer at the University of Kentucky Police Department. He joined the Lexington–Fayette Urban County Division of Police on December 23, 1973 and has the unique distinction of attaining every rank within the department, progressing from officer to chief of police on August 13, 2001. Several significant events have taken place under his leadership, including the division's re-accreditation by the Commission on Accreditation for Law Enforcement Agencies and selected to host its conference in 2006, receiving the first Police Corps officers graduate and the division's national recognition on the cover of Law and Order magazine's September 2003 issue as a "Best Dressed Police Department." He has received numerous honors and professional awards recognizing his exemplary performance and leadership. Chief Beatty is a member of the International Association of Chiefs of Police, the National Organization of Black Law Enforcement Executives, the Kentucky Association of Chiefs of Police, and the Kentucky Peace Officers Association. He has served on numerous community and civic boards and committees, including the board of directors of the YMCA, executive board of the Boy Scouts of America Bluegrass

Council and the United Way of the Bluegrass. He is a 1978 graduate of Eastern Kentucky University with a Bachelor of Science in Police Administration and earned his master's degree in public administration, with a human resources management concentration, from Kentucky State University. He has been married to his wife Eunice for 28 years and they have two sons, Anthony Jr. and Embry. He is a member of New Vine Baptist Church, where he serves as a deacon, church treasurer, choir member and youth advisor.

Telecommunicators in your department participated in the Career Development Program. How has this program helped them?

The advanced training that is required to earn these certificates enables our telecommunicators to learn the most recent techniques and more sophisticated tools to provide the best possible service to the community and the officers they dispatch.

How has CALEA accreditation helped your agency?

As a result of our participation in CALEA, our department has developed a thorough set of policies that are subject to inspection and verification by CALEA every three years. In addition, job performance issues requiring administrative intervention are identified and dealt with promptly. The on-site inspection process permits professionals to examine the quality with which this agency delivers service and provides an avenue for input from outside professional law enforcement commanders on how the division can improve.

What are some unique programs you have that other agencies across the state may not have? What benefits have been derived from those programs?

The department is fortunate to be a part of many unique programs, activities and endeavors. Some of the most notable programs and their benefits from them include:

Safety City: Safety City offers safety education to approximately 3,500 Fayette County second grade students. This is a separate facility, which emphasizes pedestrian and vehicle occupant safety.

Hazardous Devices Unit: In 2003, the unit took possession of an ANDROS F6A hazardous duty robot. This valuable piece of equipment allows officers to inspect and handle dangerous items from a distance and greatly enhances officer safety. The Hazardous Devices Unit benefits the division and community by providing personnel

who are trained to handle potentially hazardous devices.

Explosives Detection Canine: This will increase officer safety and increase efficiency when searching for bomb devices and related materials.

Segway Transporters: Late in 2003, the department acquired two Segway transporters and began using the battery powered, two-wheeled devices in the downtown area. This allowed for rapid but safe transportation while maintaining close citizen contact as officers patrol and answer calls for service in this somewhat congested area.

Advanced Language Training: This program trains personnel in Spanish language and culture. It was designed to better prepare the division to meet the needs of a rapidly growing Spanish-speaking population in Lexington. The Advanced Language Program is coordinated through the Kentucky Institute for International Studies and consists of a classroom component and an immersion trip to Mexico. Officers attend six college

semesters of Spanish offered at the department and are eligible to participate in a five-week immersion program in Morelia, Mexico.

Minority Recruitment Program: The purpose of this program was to review the current process for possible barriers to the successful attraction and selection of qualified minority applicants. Market research was conducted within the target population by a local marketing firm to determine attitudes about policing as a career choice. It also looked at perceptions regarding barriers to becoming an officer. This information was used in identifying, analyzing and implementing new strategies that evolved into an aggressive minority recruitment effort for the division. Representation peaked in 2003 at 10.87 percent. Salary issues are being addressed and we are confident that minority representation will continue to increase.

Our Advanced Language and Minority Recruitment programs have received national recognition.

"The department is fortunate to be a part of many unique programs, activities and endeavors."

Chief Anthony Beatty

Statewide LEN News

In the Spotlight with Sheriff Mike Newton

STATEWIDE



Mike Newton began his law enforcement career in 1978 after working construction. He has worked with the Bloomfield Police Department and was chief of New Haven and the Nelson County police departments before becoming Nelson County sheriff. He is a Nelson County native and graduated from St. Catherine High School. Sheriff Newton served in the U. S. Army for five years and retired from the Kentucky National Guard. He is a member of the Fr-

ternal Order of Police Lodge No. 43, Kentucky Association of Chiefs of Police and Kentucky Sheriffs' Association. His hobbies include coaching recreational soccer and serving as head coach for the Bethlehem High School girls' soccer team. Newton is married and has two children and one grandson.

"I think most peace officers are goal oriented, and the Career Development Program enables them to work towards obtaining a certificate and accomplishing a goal they have set for themselves. Training is and always will be a priority."

Sheriff Mike Newton

What breed of canine does your agency use and how does your agency operate canine units for drug detection?

Our canine is a Belgian Malinois that is trained in drug detection, evidence recovery and tracking. The team is subject to call-out, with supervisory approval, by our patrol units and numerous other agencies with which we work closely. The team also works closely with the Greater Hardin County Narcotics Task Force, of which we are a member. The team works with our three local high schools and conducts random drug searches on those properties at their request. We also assist other agencies in surrounding counties. The team was certified through All-Star Kennel in drug detection and tracking and maintains its proficiency by conducting daily training scenarios and working with other canine teams in the region. The handler recently traveled to El Paso, Texas and graduated from the El Paso Intelligence Center's Operation Pipeline Interdiction Training.

You are a member of the Kentucky Sheriffs' Association. How has this organization changed in the past five years, and why should other sheriffs join? What benefits does the KSA offer?

Since I've been affiliated with the association, I believe more sheriffs are working toward becoming more professional. It seems to me that sheriffs have become more law enforcement oriented. The association is working hard to keep all the sheriffs informed through open communication and networking. By joining the KSA, sheriffs have a vast array of experience and knowledge from which they can draw. The KSA is our voice in Frankfort and works diligently towards passing legislation that benefits our office as well as the citizens we serve.

After the consolidation of the county police department and the sheriff's office, how have you managed the change of command structure?

Before the consolidation, both departments had their own leadership and assistants. Both departments had approximately eight

personnel. After the consolidation, we have 23 sworn deputies, three court security personnel and four clerks. After the merger, I divided the office in two divisions. The administrative division is responsible for criminal and civil process, tax collection, custody of the files and court security. The operations division is responsible for 24-hour law enforcement patrols, criminal investigations and special units such as canine, accident reconstruction and the Special Response Team. Each division is overseen by a captain. The merging of the county police with the sheriff's office was not an easy task. However, I found that difficult tasks can become much easier and anything is possible when you have the opportunity to work with competent, professional people with a desire to work together to accomplish a common goal. The goal in our particular situation was to build, from the ground up, a new agency with new ideas and improved standards, so that we may be better suited to provide the citizens of Nelson County with the quality services and protection they so richly deserve. All of these things have become possible with the hard work and dedication of the individuals who make up our agency and the personal sacrifices they continue to make.

Your department has participated in the Career Development Program. How has this program helped develop your officers.

We have a number of deputies participating in the Career Development Program. I support and encourage all our deputies to participate. I believe it motivates them to take their training more seriously and focus on a particular career path that interests them. I think most peace officers are goal oriented, and the Career Development Program enables them to work towards obtaining a certificate and accomplishing a goal they have set for themselves. Training is and always will be a priority. By participating in the program and exposing ourselves to the technical, human and conceptual skills needed to perform our duties we will undoubtedly develop and maintain more capable and professional peace officers.

In the Spotlight with Chief Marc L. Fields



Marc L. Fields is a native of Covington. He graduated from Covington Holmes High School and attended the University of Kentucky and Eastern Kentucky University. He served in the United States Marine Corps Reserves from 1978 to 1984 with an honorable discharge. He is also a 1994 graduate of the FBI National Academy.

In March 1983 he began his law enforcement career with the University of Kentucky Police Department. In June 1986 he accepted a position at the Erlanger Police Department where he has served more than 17 years. He has served as a patrol officer, detective and has held the ranks of sergeant, lieutenant, patrol commander and assistant police chief. Fields was appointed chief in December 2002. He and his wife Sandi have been married 25 years. They have two sons. Joshua is employed as a telecommunicator by the Northern Kentucky/Greater Cincinnati Airport Police, and Joel is a sophomore at the Cincinnati Art Academy.

How has accreditation through the KACP helped your agency?

The Erlanger Police Department was first accredited in 1997 and re-accredited in 2003. We have always strived for excellence through all of our endeavors. The accreditation process has allowed us to review every aspect of our operations and improve on our product, which is service to the community. We, as leaders of police departments, must be willing to continually review our policies and procedures to seek new ways of improving our service to the community. The accreditation process mandates review so this is accomplished.

Your agency operates a canine unit for drug detection. How did you implement this program, and how has it helped with the ongoing drug problem?

Our department employs two cross-trained German shepherds for drug detection. Both canines were imported and trained in narcotic detection and patrol use by the kennels where they were bred. The program was implemented in 1996 with one German shepherd canine that was only used for patrol. When we reviewed the program, we saw that there were a number of times when a drug detection canine could have been used. Officer Steve Castor approached us with the idea of training a canine which he would own and lease his services to the city. We decided that this would be the most cost effective way to implement a drug detection dog. Training began to certify the dog in drug detection. Officer Castor eventually had to retire his dog at which time the department purchased another which was cross trained. The canines average 25 to 40 uses per month, which results in 10 to 15 arrests per month for possession or trafficking. This program has saved the department untold man hours, and officer-safety issues have decreased. Being located at the intersection of two major interstates and being within two miles of the largest international airport in the state our hotels see a great number of overnight guests. Ask any hotel owner in our city which part of our police service they value most and they will tell you the K-9 program.

"The accreditation process has allowed us to review every aspect of our operations and improve on our product, which is service to the community."

Chief Marc L. Fields

Some of these hotels even display posters with pictures of the dogs in their lobbies, which state that these premises are patrolled by K-9 Arko and K-9 Sombie. The drug problems in our hotel areas have seen a dramatic decrease.

As a law enforcement executive, what methods do you use to deal with job-related stress?

While we all deal with stress in our own way we all must find a way to leave it at work and not take it home. We all must find the time and energy to spend quality time with our families. When we start our law enforcement careers we think we have to work 24/7. Now that we are older we see all that we missed, as our children grow older. We can never get this lost time back, and being away from one's family causes as much stress as this job does. We now talk to each department member and their families before they start about the pitfalls of being a workaholic. We stress to them that this department will be their extended family. Every function we have as a department includes all family members. We open the physical fitness center to family members so that a wellness attitude can be a family experience. As the leaders of police departments we owe it to the profession to leave it better than when we arrived. The idea when I started was that a cold beer after a stressful day was the only way to deal with stress. How wrong was that? We must instill in our department's members that strong family ties, internal happiness and wellness makes for long and rewarding careers.

Your department has participated in the Academy of Police Supervision. How has this program helped develop your officers.

I believe that the Academy of Police Supervision is one of the best programs DOCJT offers. Every sergeant or those officers about to be promoted should attend this program. The reason this program is so successful, in my opinion, is the quality of instructors used. You can look all over this country and not find two better coordinators than Ken Morris and Rich Hanzes. They have put together a program that focuses on leadership, not management. The theories taught, then demonstrated with actual past experiences by the instructors, are invaluable learning tools. Having each student go through a profile assessment before beginning the class may be another of the keys to the program's success. This allows all students to understand what personality traits they possess. They can then use the information received in the class with their natural style to their benefit. Every graduate that I have spoken with says the situational leadership block of instruction has been invaluable in the field. We must build leaders not managers in our profession, and this course is the first step DOCJT has taken to provide this.

KSP Announces Trooper of the Year Award

KSP Submitted

Lt. Governor and Justice and Public Safety Cabinet Secretary Stephen B. Pence joined Kentucky State Police Commissioner Mark L. Miller in naming Dawson Springs resident Bob Winters Trooper of the Year at a special ceremony on May 12 at the Hyatt Regency in Lexington.

A five-year veteran of the KSP, Winters is assigned to the agency's Madisonville post. In 2003, he issued a total of 523 traffic citations, investigated 35 crashes, answered 155 complaints and assisted 35 motorists. He had 2,420 contacts during 1,954 hours worked.

In the area of drug enforcement, Winters opened a total of 278 criminal cases and had 379 criminal arrests. This activity resulted in 16 meth lab busts and the seizure of more than 142 grams of methamphetamine, 11½ pounds of processed marijuana, 55 marijuana plants and numerous other illegal and prescription drugs. The estimated street value of these drugs is more than \$140,000. He is also



KSP Commissioner Mark Miller, Trooper Bob Winters and Lt. Governor Stephen B. Pence pose after Winters receives the Trooper of the Year Award.

responsible for the seizure of more than \$35,000 in cash, 28 long guns and 12 handguns.

Winters has repeatedly been recognized for outstanding performance. He has received several letters of commendation including one from the commissioner. He has received formal recognition from the Federal Drug Enforcement Administration on two separate occasions. He was also selected as Trooper of the Year for his post for the past two years.

The KSP awards ceremony is held annually during National Police Officer's Memorial Week. It is immediately followed by a memorial service at the Kentucky State Police Professional Association's Fallen Trooper Memorial located at KSP headquarters in Frankfort. The service honored the 23 state troopers killed in the line of duty since the inception of the KSP in 1948.

KSP Announces Command Staff Changes

KSP Submitted

The Kentucky State Police announced three changes involving personnel at the command staff level.

Lt. Col. Rick Stiltner, director of the Operations Division, has been appointed acting deputy commissioner.

Maj. Dean Hayes, west troop commander, has been promoted to lieutenant colonel and assigned as director of the Technical Services Division.

Maj. Joe West, central troop commander, has been promoted to lieutenant colonel and assigned as director of the Administrative Division.

"These officers have more than 65 years of combined experience involving a variety of law enforcement operations," KSP Commissioner Mark L. Miller said. "They have the integrity, leadership ability and work ethic to move KSP forward as the premier law enforcement agency in the state. Collectively, they have also demonstrated a reasoned and insightful balance between the proud tradition of KSP, the needs of the individual trooper and the inevitable change that comes with progress. Kentucky will be well served by their contributions to public safety."

Ingram, Cain Receive Governor's Award

Jacinta Feldman Manning
Public Information Officer



Justice and Public Safety Cabinet Deputy Secretary Cleve Gambill presents Daviess County Sheriff Keith Cain and Maysville Chief Van Ingram the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement.

Justice and Public Safety Cabinet Deputy Secretary Cleve Gambill presented two law enforcement leaders with the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement.

Maysville Chief Van Ingram and Daviess County Sheriff Keith Cain received the honor at the opening ceremony of the Kentucky Association of Chiefs of Police's annual conference.

The award, which is administered by DOCJT, is the highest law enforcement accolade the Commonwealth has to offer. It honors an individual who significantly advances Kentucky law enforcement in the areas of Peace Officer Professional Standards, law enforcement training or professional development, or exhibits exemplary leadership that has resulted in the advancement of law enforcement in the state or nominee's community.

Gambill made the presentation on behalf of Governor Ernie Fletcher and Lt. Governor Stephen Pence. He praised both men for the instrumental roles they have played in improving law enforcement across the Commonwealth.

"It is not unusual to find people dedicated to their jobs, but it is highly unusual to find people who are so dedicated to improving their profession as a whole," Gambill said. "These men see law enforcement as a statewide issue, and because of their ability to look beyond their own jurisdictions, law enforcement in this state has made tremendous strides. These men deserve our thanks for helping keep not only Maysville and Daviess County safe, but all of Kentucky as well."

Sheriff Keith Cain started a career with the Daviess County Sheriff's Office in 1974, after serving with a Marine combat unit in Vietnam. Within a year he was transferred to Criminal Investigations. Cain has a bachelor's degree in criminal justice and a master's degree in education. He is a graduate of the FBI National Academy and the National Sheriffs' Institute in Colorado. He has served as an adjunct faculty member at the Owensboro Community College. He is a KLEC-certified instructor and has taught many classes at DOCJT. He helped draft legislation to bolster Kentucky's methamphetamine laws. In association with the National Sheriffs' Association, he is teaching a meth course to law enforcement officers across the country. He was also very active in the governor's Drug Summit this year.

Chief Ingram began his law enforcement career with the Maysville Police Department at age 19 as a dispatcher. At age 21 he became an officer with the agency and steadily moved up the ranks until being appointed chief in 1999. The Maysville Police Department has thrived under his leadership. In 2001 the agency was accredited by the Kentucky Association of Chiefs of Police. Chief Ingram's contributions to law enforcement have been felt beyond Maysville. He is a Kentucky Law Enforcement Council-certified instructor, serves on the Criminal Justice Executive Development program selection board and the DOCJT Professional Certificates Board and was a member of the governor's statewide Drug Summit. He is also the outgoing president of the KACP. Chief Ingram has also been very active in his community, serving on several association boards that focus on the needs of young people.

Golf Tournament Raises Money for KLEMF

Linda Renfro
KLEMF

The Kentucky Law Enforcement Memorial Foundation hosted its third annual Memorial Golf Tournament on June 14 at Gibson Bay Golf Course.

More than 130 golfers teed off at 8:15 a.m. that Monday. Each player received a polo shirt embroidered with the foundation logo, logo golf balls, tees, two mulligans, a round of golf and finished with an all-you-can-eat lunch.

Each hole offered a chance to win prizes during the tournament. Among the prizes available were a car/truck donated by Herb Jones Auto Group of Cynthiana, a custom set of golf clubs donated by Pro Golf of Lexington, umbrellas donated by Kentucky Uniform, police gear donated by Gall's of Lexington and numerous other golf-related prizes. Each player received a \$10 Gall's gift certificate compliments of Gall's.

The winning team was from Paris and consisted of Mark Perry, Greg Austin, Chad Dawson and Doug Flynn. The team shot 18 under par. Each player on the team received a \$50 gift certificate to the Gibson Bay Pro Shop. The highlight of the day was the Swisher Shootout sponsored by Swisher International. Any golfer who hit in a 30-foot circle on green number six qualified for the shoot out on the 18th hole. During the shootout, the shot closest to the pin won the \$500 prize. Congratulations to winner Larry Adams of Paris

The foundation thanks the following sponsors for their support: Mark Turner; Gall's an Aramark Co.; Kentucky Association of Chiefs of Police; Kentucky Sheriffs' Association; FBI National Academy Association, Kentucky Chapter; Taylor County Coroner Terry M. Dabney; Mike Wilder, Wilder Funeral Home; Lexus of Lexington; Topicz; Ashland Specialty Company; Hardec's; Modern Distributors Inc.; Rock of Ages Corporation; Eastern Kentucky University; O'Charley's Restaurant of Richmond; Kentucky Uniform; Kentucky Law Enforce-



RACHEL NEASE/SUBMITTED

Chad Dawson, a member of the winning team, tees off during tournament play.

ment Memorial Foundation Board; H. A. Jones Auto Group, Cynthiana; Brett Scott and Associates; McDonald's Corporation; Blue Knights Kentucky XI; Pro Golf; Department of Criminal Justice Training Professional Development Branch and Basic Training Branch.

The tournament was a huge success thanks to all the participants and sponsors. The foundation raised \$2,901. This money will benefit law enforcement officers and their families in Kentucky. If you are interested in participating in next year's tournament please contact Larry Ball at (859) 622-5928 or Deanna Boling at (859) 622-8378.

Grayson County Constable Killed



Steven Hutchinson

County Constable and Leitchfield Firefighter Steven "Hutch" Hutchinson of Leitchfield, was killed June 17 when he and a teenager he was trying to apprehend on foot were hit by a passing motorist.

County Coroner and Leitchfield Fire Chief Ronald Hudson said Hutchinson, 39, was killed instantly, and the 16-year-old Caneyville boy, whom police did not identify, was seriously injured and taken to a Louisville hospital where he was listed in critical condition the next day.

Kentucky State Police reported Hutchinson had parked his car at the edge of Highway 54 near the Marvin Kiper farm, apparently with blue lights flashing or with his lights on bright.

The driver of the second car, Brandon T. Polston, 18, of Leitchfield, told police he was driving west when he saw

Hutchinson's car in what he thought was his lane. He told police the lights were on bright.

Police reports said that when Polston swerved to miss Hutchinson's car, he could not avoid hitting Hutchinson and a 16-year-old boy he was talking to in the grassy area beside the roadway.

Polston told police he first thought Hutchinson's vehicle was in the eastbound lane, however by the time he noticed the vehicle in his lane, and swerved to miss it, he couldn't avoid colliding with the two people in the grassy area.

Hutchinson, who had served on the Leitchfield Fire Department for 18 years and was elected constable in 2002, had been dispatched to try to locate a teenager who had reportedly run away on foot.

E-911 dispatchers said Hutchinson radioed back shortly before the 11:50 p.m. accident to say he had located the boy and would be out of his vehicle. Dispatchers heard no more calls from Hutchinson.

Reprinted with permission of the Grayson County News-Gazette

KLEMF BRIEFS

New Executive Director



Larry Ball

The Kentucky Law Enforcement Memorial Foundation Board welcomes Larry Ball as its new executive director. Ball is also executive director of the Kentucky Law Enforcement Council and the Peace Officer Professional Standards office. He retired from the Lexington Police Department and his law enforcement background will make him a valuable asset to the foundation. Ball became director when Greg Howard, who had served in that capacity for three years, resigned due to new job responsibilities. Howard will continue to serve as a member of the foundation board.

Contact Information

To make a donation or for additional information, please contact the foundation:

Kentucky Law Enforcement Memorial Foundation
Funderburk Building
521 Lancaster Avenue
Richmond, KY 40475-3102
(859) 622-2221

Assistance Provided To Law Enforcement

The foundation was originally formed in 1999 as a non-profit organization to create a centralized memorial to honor all of Kentucky officers who were killed in the line of duty. Once the memorial was completed, the foundation evolved into a service-oriented organization, providing assistance to peace officers and their families. To date the foundation has provided the following assistance:

- \$9,500 in death benefit grants
- \$3,100 in medical benefit grants
- \$1,000 in travel expenses for a survivor representative to attend the national memorial ceremony in Washington, D.C.
- \$2,462 to other memorial organizations such as Concerns of Police Survivors

License Plate Update

One way the foundation raises funds is through the sale of special memorial license plates. The plate became available in 2000 and the response has been fantastic. The number of plates will probably exceed 10,000 in actual service in the third calendar quarter of 2004.

Louisville Metro Police Department Receives Funds From Property Forfeiture

*U.S. Attorney's Office
Western District*

David L. Huber, United States attorney for the Western District of Kentucky presented a \$519,250.60 check to the Louisville Metro Police Department as a result of the federal civil forfeiture of property. The funds were related to the prosecution and conviction of Donald G. Ford, of Louisville, for his local illegal bingo gambling operations. This check was from a total of \$1,038,501.20 of Ford's bingo-hall sale proceeds available for equitable sharing among participating law enforcement agencies.

"This cooperative effort between local and federal law enforcement is an excellent example of the effective use of both criminal prosecutions and the application of forfeiture laws to address illegal activities," Huber said. "Both agencies were intensely involved in this investigation."

Huber also noted that the federal forfeiture laws "allow us to hit the crooks with jail time and also take property associated with, and profits derived from, criminal activity." Ford was also sentenced to nine years in prison. Ford's illegal gambling operation will ultimately result in civil and criminal forfeitures of more than \$2.6 million in cash and real property.

The Louisville Metro Police Department initiated the Don Ford criminal investigation that resulted in his federal conviction. Retired Louisville detectives Gayle Clemmons and George Langford conducted a large part of the investigation, which agents of the Internal Revenue Service joined. Huber presented them with a Certificate of Commendation for their diligent work during the investigation of activities at Arcade Plaza Bingo.

In November 1996, a federal jury convicted Ford of operating an illegal gambling business at Arcade Plaza Bingo and of laundering the money generated from that business. Ford owned and operated Arcade Plaza Bingo Hall and conducted the bingo operations under the guise of legal charitable gaming. The evidence proved the vast majority of the gambling was not conducted on behalf of



David L. Huber, U.S. attorney for the Western District of Kentucky, presents a check to Louisville Metro Police Chief Robert White as a result of federal civil forfeiture of property.

any legitimate charity. Instead, hundreds of thousands of dollars went into Ford's own pockets.

As a result of the criminal conviction, U.S. District Judge John G. Heyburn II ordered that the Arcade Plaza Bingo Hall be civilly forfeited to the United States. The bingo hall was sold at auction for \$1,250,000. The Sixth Circuit Court of Appeals affirmed Judge Heyburn's order. Those rulings became final in October 2000, when the Supreme Court refused to hear Ford's appeal.

Ford's operation was one of three illegal bingo operations the United States Attorney's Office prosecuted during the mid-1990s. In all three of those cases, the defendants claimed they conducted their operations pursuant to Kentucky's charitable gaming laws, but in all three cases, the defendants simply flouted the law and personally profited from the gambling operations. Besides Ford, two other defendants, Curtis Ables and Wayne Lord, were convicted of illegal gambling and money laundering. Their cases resulted in an additional \$1 million in civil and criminal forfeitures.

NEW CHIEFS OF POLICE ACROSS THE COMMONWEALTH

David Ford, Bradfordsville Police Department

David Ford was appointed chief of the Bradfordsville Police Department June 2004.

Kenneth Adams, Campbellsville Police Department

Kenneth Adams was appointed chief in May 2004. He has been with the Campbellsville Police Department for more than 30 years. Chief Adams said that he and former Chief Bill Cassell were a team and that they shared the same goals: improving technology for the department and department growth.

Mark A. Welker, Eastern Kentucky University Police Department

Mark Welker was named chief in June 2004. He began his university law enforcement career in 1986 at Indiana University-Purdue University at Indianapolis. Since then he has served several law enforcement agencies including DePauw University, University of Tennessee and most recently Robert Morris University. He has been through several law enforcement training sessions including the FBI National Academy and Executive Leadership Seminar and United States Secret Service, Protective Operations Briefing. Welker has a Bachelor of Science in Police Science and Administration and 15 hours of graduate course work towards safety science.

Jeff Asbury, Millersburg Police Department

Jeff Asbury was selected as chief for Millersburg in May 2004. He is a graduate of Basic Training class 341. Chief Asbury's top priority is for his department to be there for the community, especially for the children of Millersburg.

Mark Ballard, Bellefonte Police Department

Mark Ballard became chief at the Bellefonte Police Department in October 2003. He began his career at the Bellefonte Police Department in 1989 as a patrolman. He has already met several of his goals, such as hiring more officers, buying new cars and upgrading technology. He has three academy-trained officers in full time status and the agency is now enrolled in KLEFPF.

Herb Hendrickson Jr., LaCenter Police Department

Herb Hendrickson Jr. became the LaCenter police chief in August 2003. Prior to taking that position, he worked at the Ballard County Sheriff's Office. He was employed at LaCenter Police Department from 1998 to 2001 before going to the Ballard County Sheriff's Office. He has more than 15 years of law enforcement experience. His goal is to increase awareness of community oriented policing.

David Braden, Mortons Gap Police Department

David Braden was appointed chief in May 2004. His goal is to go home safe every day.

James Catron, Pippa Passes Police Department

James Catron was appointed chief of the Pippa Passes Police Department in January 2004. He is retired from the Kentucky State Police, and his top priority is community oriented policing.

Tyler Michael Vincent, Brownsville Police Department

Tyler Michael Vincent was appointed chief in January 2004. He has more than 29 years of experience. He retired from KSP and served as a deputy sheriff for the Edmonson County Sheriff's Office for more than one year before coming to the Brownsville Police Department. His main goal is to make Brownsville a better place to live and a safer community for kids.

Shane Allison, Eddyville Police Department

Shane Allison was appointed chief in November 2003. He began his law enforcement career in 1998 at Eddyville as a patrolman and moved up through the ranks. He has a bachelor's degree in Criminal Justice at Murray State University. His goals are to maintain their accreditation through Kentucky Association of Chiefs of Police, continue to participate in the Career Development Program, involve the department in homeland security and enhance the communications in the county.

Keith Mullikin, Clark County Schools Division of LEN

Keith Mullikin is the new director for Clark County Schools Division of Law Enforcement.

Robert Scott, Falmouth Police Department

Robert Scott was appointed chief of Falmouth Police Department in April 2004. He retired from the Kentucky State Police after serving 27 years. Accreditation by KACP is his main goal for the department and is very important to him. He also wants to build relationships with other area departments.

Harold Todd, Northern Kentucky University Police Department

Harold Todd was appointed as the chief of the Northern Kentucky University Police Department in May 2004. Chief Todd retired from the Louisiana State Police in 1989. He then served as the assistant director of the South Eastern Louisiana University Police Department for 11 years before coming to NKU. His goal is to enhance communication and collaborate efforts between the NKU Police Department, the campus community and the city.

Justice and Public Safety Cabinet Adds To Legal Team

Justice and Public Safety Cabinet Staff Report



Jeff Middendorf

Jeff Middendorf accepted a position with the Kentucky Justice and Public Safety Cabinet's Office of Legal Services.

"This is a great opportunity for me to put my experience to work," Middendorf said. "I'm honored that Lt. Governor Steve Pence would want me to be to be a part of the great legal team he has brought together at the Justice Cabinet."

Middendorf is a graduate of the University of Kentucky College of Law and has an M.A. from George Washington University, in Washington, D.C. He comes to the cabinet from the Kenton County Attorney's Office, where he was the chief juvenile prosecutor.

"I'm really sorry to see Jeff go," said Kenton County Attorney Garry Edmondson, Middendorf's former boss. "Jeff has a tremendous background in issues that will benefit the state. He has a wealth of hands-on, day-to-day experience that will be invaluable to the state."

Middendorf joins new hires, Tom Self, a former assistant U.S. attorney for the Eastern District of Kentucky; Luke Morgan, a former assistant attorney general; and Elizabeth Heilman, also a former assistant attorney general.

"We are bringing together some of the best legal talent in the state," said Joseph M. Whittle, director of Legal Services for the Justice and Public Safety Cabinet. "They all have a variety of experience that will make them an effective in-house law firm. These moves will also help save taxpayers thousands of dollars in legal fees, which previous administrations paid to outside law firms under personal services contracts."

Beverage Industry Veteran Named Executive Director of the Office of Alcoholic Beverage Control

Justice and Public Safety Cabinet Staff Report



John Clay

Environmental and Public Protection Cabinet Secretary LaJuana S. Wilcher announced that John W. Clay, of Lexington, was appointed executive director of the Office of Alcoholic Beverage Control.

As executive director, Clay has oversight for issuing licenses and enforcing Kentucky statutes and administrative regulations pertaining to alcoholic beverages and underage access to tobacco products.

He also will serve as chairman of the ABC Board, presiding over hearings to determine when violations of Kentucky alcohol and tobacco access laws have occurred. He will manage a staff of more than 65 employees engaged in licensing, education, enforcement, regulatory and administrative duties.

Clay is a certified public accountant with more than 17 years of experience in the beverage industry. From 1984 to 1998, he was an officer with Lexington's Crane Distributing Company Inc., where he served as secretary, treasurer and comptroller. Most recently, he was the director of finance at Southern Wine and Spirits of Kentucky Inc.

Clay is a member of the Kentucky State Board of Accountancy, the American Institute of Certified Public Accountants and the Kentucky Society of Certified Accountants.

"John Clay's judgment, professional expertise and strong leadership qualities will serve Kentucky well. He is a leader in his profession with a firm commitment to public service," Wilcher said. "John understands that to be successful, the ABC must balance the complementary roles of education, regulation and enforcement. I am excited that John Clay has joined our leadership team."

Gilligan Named PIO for Justice and Public Safety

Justice and Public Safety Cabinet Staff Report



Chris Gilligan

Lt. Governor and Secretary of the Justice and Public Safety Cabinet Stephen B. Pence named Chris Gilligan the new public information officer for the Justice and Public Safety Cabinet. Gilligan oversees and coordinates the communications operation for the Department of Corrections, Department of Juvenile Justice, Department of Criminal Justice Training, the Kentucky State

Police, Kentucky Vehicle Enforcement and other agencies under the Justice and Public Safety Cabinet.

Gilligan has worked in the television news service for 12 years including seven years as a state capital reporter for WLKY in Louisville. Gilligan graduated Magna Cum Laude from Xavier University in 1992 with a Bachelor of Arts in Communication Arts in 1992. He lives in Lexington with his wife and two children.

"I am honored to serve as the new public information officer for the Justice and Public Safety Cabinet," Gilligan said. "The Fletcher-Pence administration requires accountability and a proactive work ethic, and I will work diligently to fulfill these expectations."

Steve O'Daniel Brings 30 Years of Investigative Experience To Cabinet

Justice and Public Safety Cabinet Staff Report



Steve O'Daniel

Lt. Governor Stephen B. Pence, who is also Justice and Public Safety Cabinet secretary, announced that Steve O'Daniel will serve as the executive director for the newly created Office of Investigations.

"The Office of Investigations requires leadership that will not falter to inequity," Pence said. "Steve O'Daniel is a seasoned and highly

qualified investigator. His skills will be a great asset to the cabinet."

O'Daniel spent 30 years in law enforcement, including 20 years as an investigator. He has been with the Public Corruption Unit of the Attorney General's Office and the Kentucky State Police where, among other duties, he was in charge of organized crime and white-collar crime investigations.

"It's a great honor to be a part of the Fletcher-Pence team," O'Daniel said. "I am fully committed to this effort to find and rid our state government of all the waste, fraud and abuse we find."

Skaggs Brown Appointed Commissioner of the DJJ

Justice and Public Safety Cabinet Staff Report



Bridget Skaggs Brown

Governor Ernie Fletcher named Bridget Skaggs Brown as commissioner of the Kentucky Department of Juvenile Justice. Brown was first appointed as deputy commissioner of Operations within the department and moved into the vacancy created when former Commissioner Ron Bishop resigned on May 20.

"It is essential that our law enforcement officers who work with juveniles have a strong sense of responsibility and leadership skills, and that is exactly what Commissioner Brown has exuded

in her years of service," Governor Fletcher said. "I am confident Brown will use the experiences of her long career to make a difference in juvenile justice."

Brown enjoyed a distinguished 20-year career in the Louisville Police Department and retired at the rank of colonel serving in the capacity of deputy police chief. Her law enforcement experience includes budget administration, personnel management and community relations.

"I look forward to the opportunity of working with the many juvenile justice professionals across Kentucky in refinement of a system that provides the most appropriate treatment of youth without compromise of our responsibility to ensure safety," Commissioner Brown said.

Merchants Police Academy

*Ali Crain, Assistant Executive Director
Richmond Chamber of Commerce*

The Richmond Police Department and the Richmond Chamber of Commerce partnered to create a Merchants Police Academy, the first of its kind in Kentucky and only the second in the nation. Merchants and business leaders in the community participated in a six-week academy to gain knowledge of crime trends that affect businesses.

The program coordinators hope that by training the business community and creating partnerships, attendees would be able to help ensure a safe and secure environment both in the workplace and the community. The topics include credit card and check fraud and counterfeiting; identity theft and personal safety; shoplifting and robbery; and prosecution at the district court.

Criteria to participate include:

1. Completed application
2. Be at least 18 years of age
3. Own, operate or work in a management position at any local bank, restaurant or retail store within Madison County
4. Never convicted of a crime.

Businesses that participated in the Merchants Police Academy included First Southern National Bank, Dawahares, Currier's Music World, Main Street Chevron, The Silver Diner, Madison County Fiscal Court, Community Trust Bank, Park Federal Credit Union

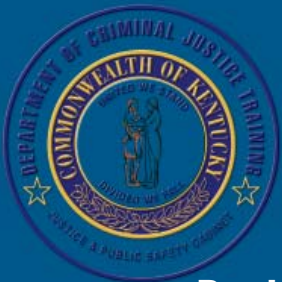


ALI CRAIN/RICHMOND CHAMBER OF COMMERCE

Participants and coordinators of Richmond's Merchants Police Academy enjoy a laugh to help digest the serious nature of trends in retail crime.

and Madison District Court.

The next academy will be this fall. If you would like more information, please contact Officer Willard Reardon at (859) 623-1162 ext. 538 or Ali Crain, Richmond Chamber of Commerce at (859) 623-1720.



DOCJT

Careers with the Department of Criminal Justice Training

Basic, Professional Development and Telecommunications

- Training Positions
- Administrative Specialist Positions

Why DOCJT?

Competitive pay
Fringe benefits
Kentucky Retirement System

Funderburk Building
521 Lancaster Avenue
Richmond, KY 40475
(859) 622-1328

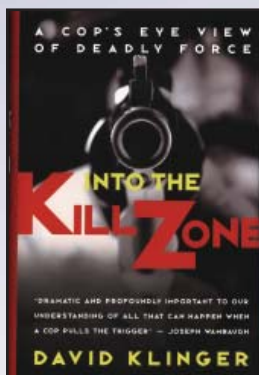
For further information, contact the
Kentucky Personnel Cabinet:
Telephone: (502) 543-2514
Internet: <http://personnel.ky.gov>

Book Review

Into The Kill Zone

by David Klinger
Jossey-Bass, 2004

*Reviewed by
Mike Schwendeman, Staff Attorney III
Legal Training Section*



“Edward Randolph was twenty-six years old when I killed him. I was twenty-three.”

David Klinger's book begins with this cold but dramatic statement regarding his shooting of a suspect when he was a police officer. Klinger describes the shooting and his reactions to it as a means of introducing the reader to the subject of police shootings from the officer's point of view. Klinger left policing a few years after the shooting and became a professor of sociology, but he never forgot the day he took another person's life. “I had gone into law enforcement to help people, not kill them, and the shock of having taken a life

stayed with me a long time.” Although the shooting to save another officer's life was unquestionably justified, it was a major reason he left law enforcement. He decided to research the impact of shootings on police officers.

Klinger interviewed a large number of officers who had been involved in shooting situations. The majority of the book is composed of the interviews with the officers, whose identities are not revealed. The officers' experiences are recounted in their own words, and cover not merely the shooting incidents themselves, but what the officer experienced, thought and felt about using deadly force from before he became an officer to the aftermath of the shooting.

The first chapter is entitled, Choosing the Badge and Gun. In this chapter, the officers discussed what they thought about policing before they became officers, and why they chose to become officers. Their experiences and reasons to join varied. Their attitudes about the possibility of having to shoot and possibly kill a suspect also varied. Many of them thought they would never find themselves in a shooting situation, while others were sure they would.

Next, the book looks at their experiences in basic training. Generally, the officers believed they received good training in the use of firearms. The training made some of them really consider the possibility of using deadly force. They began to consider what they needed to do to survive a gunfight and the reality that they could take a life. Other officers were critical of their basic training. These officers complained that the training about shootings was sugar-coated and unhelpful.

The next chapter, Holding Fire, relates the accounts of officers who were in situations where they would have been legally justified in shooting, but chose not to. Contrary to the impression created by media reports, movies and television, the book reports that there are studies showing that officers fired their weapons in only a fraction of the cases in which it could have been legal.

But the decision not to shoot did not always sit well. As one officer put it, there were three justifications as to whether to shoot: Is it legal? Is it moral? And the most important, is it necessary?

In the largest chapter of the book, Pulling the Trigger, officers discussed the actual shootings. The stories are dramatic, but there is no pattern to the shooting incidents recounted. They involved officers who were rookies and those who had been on the job for many years before they got into a shooting situation. In some instances, the entire account from when the officer arrived to when the shooting stopped lasted barely more than a minute. Other shootings take place at the end of a long stand off or hostage-taking situation.

The final chapter is entitled, When the Smoke Clears. In this chapter, the officers describe the aftermath of the shooting, both the immediate and in some cases the long-term consequences. As with the other chapters, the experiences of the officers vary greatly. Some officers experienced no problems at all, a number of officers did relate emotional problems they had as a consequence of the shooting and several officers expressed anger at the suspect for forcing the officer to shoot him.

Several officers related stories of their disgust at how the media, the suspects' lawyers, and in some cases their own agencies treated them.

The picture that emerges from the book is one that you would expect. Every officer's experience was in many ways unique. Just as they were all unique individuals, their experiences before, during and after the shooting varied greatly. None of these officers were the trigger-happy cop so often portrayed in the news or entertainment media. All of them did the best they could under the circumstances.

Klinger does an excellent job of weaving the stories together with his own writing as he introduces each section of the book. It is a powerful book, and provides a perspective on officer-involved shootings that is often lacking. This book should be read not only by the law enforcement community, but also by lawmakers and the news media to gain more insight and to get, as Paul Harvey is famous for saying, the rest of the story.

Lifetime Fitness is Essential



ABBIE DARST/DOCJT

Physical Training Section Instructor Gina Smith watches for proper technique as Jimmy Daniels bench presses and Brad Scholl spots. Daniels, Scholl and the other members of Basic Class No. 346 spend numerous hours in the gym training for optimum physical fitness.

*Gina Smith, Instructor
Physical Training Section*

Lifetime fitness is extremely important for new recruit officers and incumbents alike. Policing today demands that an officer be more fit than ever before. Fitness should be maintained throughout an officer's career, not just during the training phase. Policing requires a readiness to respond physically at any moment or at any stage of an officer's career.

The law enforcement officer's physical demands on the job may be infrequent, but they can be tough. In a pursuit situation, the officer may be running, climbing, jumping or using force. To help protect citizens in an emergency, the officer may have to lift, carry, drag, pull or push objects. And to make things even more difficult, it is likely that the officer will have to go from relative inactivity to high gear with little or no warning.

A 1992 Penn State Aging Study collected data for 5,000 to 10,000 officers in six large agencies and suggested that officers are below average in aerobic fitness and body fat,

but somewhat above average in strength and lower-back flexibility. The study also suggested that the officers compared even less favorably the longer they are on the force. This, in part, is due to the fact that there is little day-to-day physical activity in their jobs. There are some jobs in which the work alone will keep a person fit, but an officer must maintain his or her fitness off of the job. An officer also has to consider irregular hours and unpredictable meal schedules that can contribute to poor nutrition. Stress is another factor. Many officers choose to deal with stress by overeating, smoking or abusing alcohol. These lifestyle choices affect not only performance but health as well.

Fitness is recognized as an integral component of survival and the use-of-force training. A fit officer will use less force, think more clearly, sustain fewer injuries, project a better public image, deal with stress more effectively, have increased productivity and be

for Law Enforcement Officers

in overall better health. The combination of aerobic (cardio/respiratory), anaerobic (strength/explosive power) and flexibility conditioning not only enhances a person's ability to control a subject and survive, but contributes to long-term health.

Exercise is a lifelong prescription for health and longevity. On the most basic level, physical activity improves strength, flexibility and coordination. However, every major medical and health research organization concludes that exercise is indeed beneficial to each organ and system in the body.

Dr. Tom Collingwood, author of "Fit for Duty," defines physical fitness as the ability to perform physical activities, such as job tasks, with enough reserve for emergency situations and to enjoy recreational pursuits. It includes the ability to perform physical activities while being free of health problems. Total fitness incorporates the fitness lifestyle areas of nutrition, weight management, stress management, smoking cessation and substance abuse prevention, along with exercise, to produce maximum performance and health. Your lifestyle greatly affects both your health and your performance.

Many police departments have instituted employee fitness programs to help officers meet and maintain levels of work capacity. Unfit officers can become a safety hazard to themselves as well as to other officers and the public. Police departments across the nation have spent millions of dollars on fitness and wellness programs for their employees. Many private corporations also use fitness/wellness programs and have credited the following advantages of such initiatives:

- Cost effectiveness – better health
- Improved production
- Safety – less injury
- Health – miss fewer days of work/less health care costs
- Improved morale

With so many research findings consistently showing a link between lifestyle and disease, an officer should try to improve his or her lifestyle choices and try to exercise as much as possible. Better fitness not only restores health, but also prevents health prob-

Steps to Healthy Living

There are several ways to improve your health and wellness as a police officer through lifestyle changes or modifications.

- Stop the use of tobacco products
- Limit alcohol
- Exercise regularly
- Eat less animal fat
- Drink more water
- Achieve and maintain ideal body weight
- Fasten safety belts
- Limit sunlight exposure
- Get regular medical checkups
- Eat a variety of foods and prepare healthy foods to take while on duty
- Balance the food you eat with physical activity to maintain or improve weight
- Choose a diet with plenty of grain products, vegetables and fruit
- Choose a diet low in fat, saturated fat and cholesterol
- Choose a diet moderate in sugars
- Choose a diet moderate in salt

lems from developing. Regular physical activity helps prevent coronary heart disease and assists in weight control. Exercise also builds muscular strength and endurance and develops flexibility that may protect against injury and disability. In addition, physical exercise can help prevent and control hypertension (high blood pressure), heart disease and diabetes.

The ultimate reward for regular physical fitness for the law enforcement officer is improving his or her daily life and hopefully living a long, healthy and fulfilling career.

Some Agencies Provide Workout Facilities

Jacinta Feldman Manning
Public Information Officer

Winchester Police Chief William Jackson logs around 30 miles a week in his blue police uniform, but he isn't on foot patrol.

Chief Jackson, who has diabetes, walks on the treadmill at the Winchester Police Department's staff work out room. Jackson started walking to control his blood sugar, but continued the exercise because he enjoys it.

Whenever he gets a little down time during the day, he goes to the treadmill to get a quick mile or two in, he said.

Several agencies across Kentucky are providing officers facilities and, at some agencies, time during their workday, to work out.

"It's convenient, it's private, it's in their own atmosphere," said Winchester Capt. Roy Jude, who is in charge of the agency's training division.

The Department of Criminal Justice Training surveyed the law enforcement community about the issue. Of the more than 400 law enforcement agencies in Kentucky, 196 responded. Almost all said they encourage physical fitness and nearly half, 49 percent, said they in some way provide work out facilities for their officers. Some, like Winchester, have their own facilities, while others pay for an officer's membership to a local gym or offer reduced rates to the gym. Thirty-six departments reported allowing officers to exercise during work hours, with 24 departments specifying the amount of time officers are allowed to work out. The hours ranged from 1-7.

More than a third of the agencies that do offer some place to exercise also give their officers time during their shifts to work out.

At the Bluegrass Airport Police Department, officers can choose to use one of two facilities at the airport, or the agency will provide a yearly stipend for officers who want to join an outside gym, said Chief D. Scott Lanter.

Lanter said that at the airport, where there are people who are both officers and firefighters, physical fitness is a must. Employees there must pass Peace Officer Professional Standards, and complete a Fire Fighters Combat Challenge.

"It really kind of felt unfair to say 'here, you must do this,' but not have the means to pass the test," Lanter said.

Lanter said that about three-fourths of the department takes advantage of the benefit.

Leaders at agencies that provide some place for their officers to exercise say they see a benefit. It helps officers control their weight, stay physically fit and relieve stress.

At the Hazard Police Department, officers and their families are given a free membership to The Pavilion, a city-run facility that has a weight room and an Olympic-size pool.

Hazard Chief Ronnie Bryant said he encourages physical fitness in his officers, and having such a nice facility for them to use is nice.

"Any kind of physical exercise helps you, and this gives them an incentive to do it," Bryant said.

Does agency encourage officer fitness?	Count	Percent
No	27	14.06%
Yes	165	85.94%
Grand Total	192	100.00%
Does agency require entry-level officers to have a level of fitness above POPS requirements?	Count	Percent
No	181	92.35%
Yes	15	7.65%
Grand Total	196	100.00%
Does agency require a specific level of fitness?	Count	Percent
No	175	89.74%
Yes	20	10.26%
Grand Total	195	100.00%
Does agency have continuous mandatory fitness test for officers or are requirements self-reported?	Count	Percent
Fitness Test	14	15.22%
Self Reported	78	84.78%
Grand Total	92	100.00%
Fitness Test Frequency	Count	Percent
Annually	9	56.25%
Quarterly	1	6.25%
Semi-Annually	4	25.00%
Test for Personal Use	1	6.25%
Three Times Per Year	1	6.25%
Grand Total	16	100.00%
If an officer does not meet fitness requirements, are there discipline measures in place?	Count	Percent
No	142	91.61%
Yes	13	8.39%
Grand Total	155	100.00%
Are incentives offered to meet fitness requirements?	Count	Percent
No	162	93.37%
Yes	12	6.63%
Grand Total	181	100.00%
Does your agency offer officers a place to exercise?	Count	Percent
No	97	51.87%
Yes	90	48.13%
Grand Total	187	100.00%

Knoxville P.D. Attempts to Improve Officer Health

NIJ Grant Allows Department to Provide Participation Incentives

Allison Harrison, Administrative Specialist III
Staff Services & Planning

Many law enforcement agencies provide services such as counseling, crisis intervention and post trauma support, but these services are reactive in nature. But, many stress-related problems are preventable, or at least more easily resolved, if the proper resources are employed from the start.

The Corrections and Law Enforcement Family Support Program, administered through the National Institute of Justice, researches ways to prevent and treat the negative effects of stress experienced by law enforcement and correctional officers and their families. In 2001 the NIJ implemented a model to field test a strategy to reduce and prevent stress among law enforcement officers, corrections officers and their families. Six agencies, three law enforcement and three corrections, were asked to participate in the field research. The Knoxville (Tennessee) Police Department was one of these agencies.

Knoxville Lt. Cheri Matlock, program coordinator, said that one of the first things the department did was ask officers to identify their sources of stress, both personal and professional. Most officers listed administrative issues as their main concern.

Because personal and professional stressors are hard to separate, Knoxville's department instituted a spouse police academy, where they attempt to introduce the officers' families into the world of law enforcement. This was very important because it helped the family members realize the stress that officers can face and also allowed the families to meet one another and hopefully develop their own peer network, Lt. Matlock said.

The department also offered weight loss and smoking cessation classes, which were well received. The component that received the greatest participation, however, was the physical fitness module. Approxi-

mately 100 of their 400 officers completed the program. The department used city resources and local health departments to do a complete physical on all participating employees. All participating officers were required to have a physical, and the results were explained to them at an off-site medical facility. All medical information was kept confidential, and the department did not view the results.

After completing their medical examination, officers could choose to work out using their own regimen or a prescribed one. The participants had to work out on their own time, but local exercise facilities provided free or reduced rates. Officers had to keep track of their own hours.

Incentives proved to be a big hit with the participants, Lt. Matlock said. All officers who completed the entire wellness program received 40 hours of comp time. "That took a lot of work on our part. The administration really bought into the program and saw how the end

result would benefit not only each individual officer, but also the entire agency," she said.

Now that the grant program is over and the field testing is complete, the department plans to continue with some components of the overall program. They have plans to continue the stress management, nutrition and smoking cessation classes. They also have plans to require each officer to have a yearly physical with complete blood work provided by their local health department.

"In these days of budget cuts, it's difficult to fund an entire program like the one we had with the grant. However, our department has seen the benefits of programs such as these and we'd like to continue with what we can," Lt. Matlock said. "It's a very worthwhile effort."

"The administration really bought into the program and saw how the end result would benefit not only each individual officer, but also the entire agency."

Lt. Cheri Matlock, Knoxville P.D.

Lexington P.D. Copes with Stress in a Variety of Ways

*John Welsh, Chaplain
Lexington Division of Police*

Officers face a great deal of stress each day of duty.

The Lexington Division of Police tries to address all areas of stress through education and counseling services. Staffing and pay issues have added to stress, and are constant topics of discussion in roll calls and on the street. As a division, we are trying to address these topics and deal with the stress these problems have caused. Training is one way to do that.

Police deal with three kinds of stress while on duty.

Intermittent stress is generally a stress experienced on patrol. An officer might have a normal heart rate, possibly talking to a partner about something totally unrelated to police work, when a high priority call comes. The officer's heart rate then increases, he becomes totally focused on the call and moves quickly to get to the location. Following the call, paperwork will generally give the officer's heart time to once again fall to normal rates. This type of cycle happens all night long. If this type of stress occurs over a period of years, physicians tell us that this has long-term effects. Career officers have a life expectancy significantly less than other careers. Intermittent stress certainly plays a role in the shortened life expectancy.

Cumulative stress is the kind of stress usually attributed to detectives. This is the kind of stress in which the pile keeps getting higher no matter how much work one does. In Lexington it is not uncommon for a residential burglary detective to have 80 open cases. When the detective goes home, the cases keep coming in. Other areas of the department also experience this kind of stress.

Critical incident stress is the stress involved with events, such as officer-involved shootings, line of duty deaths, acts of terrorism and natural disasters. These events can have long-term effects on an officer. It is a critical incident that can lead to posttraumatic stress disorder.

When discussing stress it is easy to forget that an officer has a life at home. We need to focus on whole life stress. An officer's family and normal life experiences can add to stress. Financial issues, health issues in the family, relational issues and time management can all lead to added stress.

Recruits are taught about stress and have to read the excellent book "Emotional Survival For Law Enforcement" by Kevin Gilmartin, Ph.D. The recruits have an opportunity to discuss the book during a class that occurs toward the end of their training. Recruits also have a four-hour class on officer-

involved shootings. During the class they are shown common reactions to uncommon events, and given a primer on post traumatic stress disorder. During the first week of recruit school, the Training Unit hosts Family Night when spouses and other family members may come to the department, meet the training staff, tour the facility and ask questions in an informal environment.

This year our officers in Lexington will have a two-hour stress class during mandatory in-service. One hour will be devoted to managing stress, and one hour will be devoted to relationships and family.

Officer Tommy Howard established our Chaplain's Office as a full-time position in 1977. In Lexington, the chaplain must first be an officer for three years and be an ordained minister. The chaplain is a position that exists solely for the officers. He usually has 20 to 30 counseling sessions a month. These range from pre-marital counseling to post shooting-counseling.

The local government has an Employee Assistance Program that is currently contracted to St. Joseph Behavioral Services. The EAP is located in an out-of-the-way, very nondescript building. Each employee receives five free visits per fiscal year. The employee's family can also receive five free visits per fiscal year. Our officers may contact the EAP directly, and their visits are completely confidential.

In Lexington we are constantly looking for ways to assist officers in dealing with stress. Recently we totally revamped our post-shooting policy with the assistance of officers who have been involved in shootings. We brought in Dr. Alex Costinew from the Detroit Police Department to meet with a panel of officers who had been in shootings from 1975 to the present. Dr. Costinew led a lengthy discussion, presented a written survey for officers to complete and sent a thorough written report to us to assist in completing our new policy. Dr. Costinew has also been a great help on our study of police-involved domestic violence.

In the future, psychological services will have an even greater role, as stress increases in law enforcement. The FBI statistics and the National Police Suicide Foundation are both reporting police suicide on the rise. If we properly address police stress and address each officer's needs, we can bring that number down significantly and help officers to live long and productive lives.

Stress Management Course Offered at DOCJT

*Michael Doane, Instructor
Patrol & Traffic Section*



Michael Doane

Each year more than 400 law enforcement officers will lose their lives across the United States, an average of one every 22 hours. These 400 names will not appear on any memorial wall either in Washington D.C. or Kentucky, even though the deaths were from a job-related and lethal adversary – suicide. Many of these deaths are directly related to an overload of duty-caused

stress, either cumulative or from a posttraumatic event.

No one is without stress in his or her life, but by the very nature of police work, the officer may experience more stress-causing events in one day than most other professionals experience in a lifetime.

This year the Department of Criminal Justice Training created a 16-hour professional development course aimed at helping officers understand and deal with the unique stresses associated with a job in law enforcement.

The course deals with the ability of officers to recognize anything that indicates problems developing in themselves or in coworkers. Officers will also learn techniques of dealing with hostile individuals while managing their own levels of anger. The course demonstrates relaxation and mediation techniques that can be used to reduce stress, and an emphasis is placed on the officers' exercise and diet programs.

Stress, for the most part, is invisible, but can produce devastating mental and physical problems as great as the officer will ever experience. Stress may come from many areas of life: health issues, family situations, poor diet, financial pressures, and, of course, the job. However, not all stress is bad. Most police officers enjoy a challenge. It keeps them on their toes and it makes them think. The problem is when officers

receive too much stress, from too many sources and are not prepared to deal with it.

Officers prepare for hazards that are expected while on their tour of duty. Well-trained officers do not hesitate to call for additional assistance when faced with a greater threat than they are prepared for, after all that is accepted as proper procedure. Yet when the effects of stress reach a breaking point in an officer's life, it may still be viewed in some settings as a sign of weakness to seek additional help or support from a trained professional. Dr. Bobby Smith, a retired Louisiana State Trooper, said, "There are no supermen in law enforcement. We all are susceptible to the effects stress creates in our bodies."

Research has shown that stress can cause serious physical and mental changes to occur in the body. Major chemical and hormonal imbalances created by continued stress responses may cause or aggravate serious medical problems. If the officer is already experiencing cumulative stress from being physically out of shape and overweight, managing a chronic illness such as diabetes, plus using tobacco or alcohol, additional stressors will only compound the physical problems.

Officers must learn how to recognize symptoms of stress not only in themselves but also in those who work with them. Before stress causes serious health problems, officers must be taught how to manage the many stresses in their

lives and know where they may turn for assistance. One such agency is the Kentucky Community Response Board in Frankfort (502) 564-0131. Other options include mental health care covered by private health insurance and other community resources.

The purpose for developing this class was to assist officers in recognizing the hazards of cumulative stressors while at a manageable level. Learn more about effects of stress on the police officer in the professional development class, Stress, offered through DOCJT.

Stress for the most part is invisible, but can produce devastating mental and physical problems as great as the officer will ever experience.

Aspects of Policing Can Lead to Stress

Allison Harrison, Administrative Specialist III
Staff Services & Planning

Stress: (strēs) n. a physical, chemical or emotional factor that causes bodily or mental tension and may be a factor in disease causation.

Merriam-Webster Dictionary

Stress in humans has a very clear biological basis. In primitive times stress brought on the fight or flight syndrome that was called upon in times of physical threat or violence. In today's world, however, people have few physical threats that truly necessitate the fight or flight response prehistoric individuals needed for daily survival. Just because few of today's threats aren't physical intimidations does not mean the human body differentiates between physical harm and emotional stress.

When people are under emotional stress their body reacts just as if it were being physically attacked. Muscles tighten, senses become alert, digestion gets interrupted due to diverted blood flow and breathing becomes more shallow and rapid. Even the symptoms of chronic stress, such as high blood pressure, digestive problems, headaches, backaches and nervousness can be tied to the primitive fight or flight response.

Chronic stress and emotional trauma can also lower a person's immune system. Employment-related stress is becoming one of the main causes of worker disability. Various studies have indicated that up to 40 percent of employee turnover is due in some part to job-related stress.

The U. S. Department of Labor has estimated that job stress costs American industry \$350 billion each year and the cost to replace one employee has been estimated at twice that employee's salary. For example, if a company had to replace an employee whose salary was \$35,000 it could cost that company up to \$70,000 in total costs to replace that person. Therefore, it makes sense to keep people on the job – and in many cases that means keeping employees happy.

Edward Thibault, in *The Blue Milieu: Police as a Vocational Subculture*, said that law enforcement officers have constructed their own social reality known as police culture.

Police culture, which can be described as the vocational social norms of social isolation, secrecy, perception of danger and the perception of a hostile public, persists for several different reasons. Thibault said in his book that while the police only deal with approximately five percent of the general population, they are often the most dangerous people in our society. The officers are often placed in highly stressful situations and very often the true stories of danger become part of the police professional folklore.

The general public isn't the only group who buys into the police culture myth. The deluge of law enforcement-themed movies, television shows and printed materials support our culture's fascination with the perceived reality of today's peace officer. Too often, however, law enforcement officers themselves cultivate and spread the mythological aspects of policing.

Thibault said that in order to protect themselves from the real or perceived threats associated with being a law enforcement officer, peace officers will often cope using unproductive and sometimes dangerous survival skills. It is important for officers and law enforcement administration to recognize the various sources and outcomes of stress.

Law enforcement officers face a number of sources of stress particular to their line of work, according to Thibault. Officers are likely to perceive different events as stressful depending on their background, personality, expectations, type of specific work they perform and access to coping resources.

Nevertheless, he said certain sources of stress seem to be common among those in the law enforcement field. He describes three common stressors for law enforcement officers.

Stress from the law enforcement organization

Although many people believe the most obvious source of stress for law enforcement officers to be the every day job duties, organization and administrative pressures – whether real or perceived – are by far the most compelling problems for today's officer. Mike Caldero and John Crank researched police stress in the early 1990s and reported their findings in Crank's book *Understanding Police Culture*. They found that contrary to popularly held beliefs, most officers did not feel that the every day duties of police work were the most stress inducing. Sixty-eight percent of the respondents identified the organization itself as the principle source of stress.

These sources of stress include:

- ▶ Shift work – especially if officers are made to constantly rotate shifts
- ▶ Militaristic chain of command
- ▶ Rigid organizational climate
- ▶ Reactive nature of leadership, instead of thinking toward the future
- ▶ Equipment deficiencies and shortages
- ▶ Unproductive or outright destructive management styles
- ▶ Lack of input into policy and decision making
- ▶ Few career advancement opportunities

Stress from the Job

The everyday tasks of being a peace officer certainly entail numerous stressors for those involved. These sources of stress include:

- ▶ Role conflict between being an enforcer of the law, a social worker, a counselor and a public servant
- ▶ Fear and danger on even routine calls
- ▶ Shift work
- ▶ Critical incidents such as shootings, hostage situations or gruesome crime scenes
- ▶ Pressure of responsibility for protecting other individuals
- ▶ Frequent exposure to human depravity and human suffering

Stress from the Criminal Justice System and the Public

Perceived inefficiency of the criminal justice system can also pressure law enforcement officers. Things that are out of their control, yet still affecting their job, are often the most disheartening for officers. These sources of stress include:

- ▶ Court rulings and sentences perceived as lenient for convicted offenders
- ▶ Court rulings perceived as too restrictive on criminal investigative techniques
- ▶ Perceived premature release of offenders on bail, probation or parole
- ▶ Perceived lack of respect from the public
- ▶ Negative media coverage, whether real or imagined

Many departments realize the stress that today's peace officer may encounter, but at a time when resources are scarce it can often be a difficult decision to begin a wellness program.

However, law enforcement administrators, union and association officials, and stress program directors can cite several reasons for the necessity of such programs: increasing officer morale and productivity; reducing employee turnover and workers compensation claims; reducing the number of on-the-job accidents; lessening the potential for civil liability; providing a specialized and secure approach to treating officers' problems; and improving the general well-being of peace officer families.

While appearing in front of the Select Committee on Children, Youth and Families at the House of Representatives in 1991, former Denver Police Chief A.W. Zavaras had this to say about the importance of officer wellness,

From my perspective of chief, I am obviously concerned about the well-being of the officer, but it goes beyond that. I also look at the financial end of it, and I look at the tremendous cost. We look at an officer at the end of one year and realize that we have probably over \$1 million invested in that person. From the administrative perspective you don't want to lose that person. That is a little mercenary to look at it that way, but it is a reality. I don't, quite frankly, think that departments can afford not to have psychological services for their officers.

The Philadelphia Police Department was prompted to create the agency's first stress manager position in the mid-1990s due, in part, to experiencing eight police officers commit suicide in five years. Among other responsibilities, the stress manager position was responsible for examining department policies and procedures to make them less emotionally challenging and more efficient.

In an attempt to reduce organizational stress, departments must take steps to address the problems in a systemic fashion in order for the proposals to be successful. No one section, division or department of the agency should be immune from study.

While the stress is often blamed on the administration, mid-level supervisors and front-line officers should also be examined. Some departments have hired mental health practitioners and experts in organizational management to address workplace problems. If properly implemented, universal programs will increase officer morale and will increase department productivity and efficiency.

According to the National Institute of Justice's report, Developing a Law Enforcement Stress Program for Officers and Their Families, a stress program must target four groups: administrators and mid-level managers, union officials, line officers and, if targeted for services, family members.

The NIJ report recommends being patient with officers, reporting that it could take up to three years for officers to buy into the program. It is also very important that efforts to educate officers about the program become an ongoing project, not a one-time effort.

The most important aspect of planning a wellness program for today's law enforcement agency is, however, gaining the support of management and labor officials.

The NIJ report said that law enforcement administrators can actively assist the expansion and credence of the program by:

- ▶ Providing funding and office space for the program.
- ▶ Facilitating and encouraging the provision of training to officers.
- ▶ Providing officers with time to attend counseling appointments while on duty without asking where they are going.
- ▶ Making organizational changes suggested by program staff to reduce officers' stress and publicizing the program's contribution to these changes.

For any department-sponsored program to work, the message must come from the top that wellness is important and that all officers should be involved. Too often programs are recommended to the officers from the executive staff without the executive staff being involved. This can lead to the belief that the executive staff does not truly buy into the overall program and can lead to the program's downfall.

Programs that help peace officers identify and effectively deal with stressors benefit employees who are apt to experience major problems in their personal and professional lives. By taking an early and proactive approach, law enforcement agencies have the opportunity to provide positive services that will benefit the organization and the individual.

Answering the Call

The following law enforcement personnel answered the call, “What effect has a wellness program had on your agency and its employees?”



“In 1999 the Maysville Police Department began a physical wellness program, and the city agreed to provide each officer with a single membership to the YMCA. Now a physical agility test is administered annually to all sworn personnel. The test is given each fall and consists of a mile run,

push-ups, sit-ups, bench press and 300 meter sprint.

The benefits of our physical wellness program have been many. Most of our officers consider the YMCA membership to be a great employee benefit, and it is helpful when recruiting new officers. The wellness program also helps the city send a message to its public safety employees that their health is a major concern. We believe officers that exercise regularly have reduced stress and fewer injuries.”

*Chief Van Ingram
Maysville Police Department.*



“Our physical fitness program began in the early 1990’s. Understanding the importance that physical fitness plays in law enforcement, we are currently revamping our program to better serve the division of police. Our program is being reviewed by a committee of officers throughout the division of police to develop ideas that will enhance the program for all employees involved.

We are also working with the University of Kentucky on developing a model wellness program for public safety.”

*Lieutenant Mike Blanton
Lexington Police Department*



“We have our own exercise room that the police use here. It has given them more self-confidence, energy and motivation to go out and to perform their job to a higher standard. Basically, the officers feel better about themselves because they have a chance to come in to work out and use what they can in their job field.”

*Chief Ken White
Ravenna Police Department.*



“We do not have a wellness program. However, we do have exercise equipment available to the department. Located in a room in the back of the sheriff’s office, across the street from the courthouse, there is a Nautilus machine, treadmill, exercise bike and weight lifting equipment.

Working out is highly encouraged, but is not mandatory. About half of the department utilizes the equipment on a regular basis. State troopers and city law enforcement also have access to the equipment.”

*Rodney Coffee
Menifee County Sheriff*

Considerations for Wellness Programs

Allison Harrison, Administrative Specialist III
Staff Services & Planning

Many departments offer physical wellness programs to their officers as a way to promote overall health, reduce stress and ensure the safety of their officers and the community they serve. While these programs are a great advantage to the law enforcement profession, there are legal considerations for both physical fitness programs and mental health/stress reduction plans.

Many law enforcement agencies require applicants, trainees and incumbent officers to maintain a specific level of fitness. In Kentucky, all newly hired officers must pass the physical fitness requirements as defined by the Peace Officer Professional Standards Act. Those physical standards include pre-selection/entry level requirements that must be met before beginning basic training. Also included in those standards are exit level requirements that must be met in order to graduate from the academy.

In addition to the state-mandated requirements, many departments throughout the Commonwealth encourage or require their officers to maintain fitness levels

throughout their law enforcement career because job-related duties often require an officer to perform optimally in certain situations through the use of speed, strength and power. If a department determines that they will require their officers to maintain a high level of physical fitness throughout their career, there are many approaches that can successfully accomplish this directive. A main concern, however, for many departments is to avoid litigation brought about because of unfair standards or perceived inequalities.

According to the Cooper Institute of Dallas, Texas, departments should be concerned with fitness because it relates to the ability of officers to perform essential functions of the job and reduces the risk of excessive force situations. Fitness also diminishes the known health risks associated with what can often be described as a very stressful career.

When implementing fitness standards for law enforcement officers, it is important to consider officers' health while also ensuring those standards are valid and defensible if challenged in court. Fitness programs should be job related and deemed scientifically valid.

For a physical fitness program to be job related, the program must demonstrate construct validity and criterion validity, according to the Cooper Institute. Construct validity essentially means that the component must be considered an underlying factor for performing important job duties. For a component to have criterion validity it must have a predictable value, being able to predict who can or cannot do a job-related function based on the results of that test.

For a physical fitness program to be deemed scientifically valid there are several approaches that may be used. A construct/criterion validation study involves a specific validation study for the agency in question. In this approach, an outside contractor would come into an agency and validate

the method being used. This is a very legally and scientifically sound method, however it can be very expensive.

Departments also validate their programs using

transferability studies. A transferability study includes finding a similar agency whose standards have already been validated and proving that their department has a high degree of commonality with the other department and the program they are using.

Another method for validating programs is simply applying another department's standards. This is similar to a transferability study, however department's utilizing this tool find vague similarities between departments, not the stronger commonalities found in a transferability study. This is the least expensive and least defensible of the approaches.

According to the National Institute of Justice there are two main legal concerns for liability and negligence. The first concern is safety and involves the potential for negligence by the agency in delivering the fitness program. The liability concern actually involves the agency not having tests, standards or programs. In some instances an agency that does not address fitness requirements for their officers may be susceptible to litigation.

Test	Pre-Selection / Entry Level	Exit Level
Bench Press	64% of body weight	73% of body weight
Sit Ups (1 minute)	18	18
300 Meter Run	65 seconds	65 seconds
Push Ups	20	25
1.5 mile run	17:12	16:15

This table contains the POPS pre-selection/entry level and exit level physical fitness requirements.

Links to Some Web sites Relating to General Wellness

The Cooper Institute

<http://www.cooperinst.org/lawenf.asp>

The Cooper Institute is a non-profit research and education center dedicated to advancing the understanding of the relationship between living habits and health, and to providing leadership in implementing these concepts to enhance the physical and emotional well being of individuals.

The searchable categories on their Web site include a section on Cooper Institute for Aerobics Research, which has worked with fitness programs in law enforcement since 1976. Significant legal, scientific, program and policy changes have occurred over the years to provide new directions.

This section includes a paper that addresses some of the commonly asked questions about fitness testing, standards and programs and includes information that will help agencies make decisions about their programs.

QuesTest-Health Library: Health and Wellness

http://www.questest.com/ch/health_library/healthlibrary.jsp?pagename=healthlib&tab=7&sequence=16

This Web site discusses the overall concept of “wellness.” In its most basic, the term speaks to whether you feel generally healthy. Your wellness can also encompass nutrition, fitness, stress management and anything else that can affect your general feeling of health and happiness. It also offers checkpoints for medical health and good health maintenance, as well as numerous on-line general wellness tests to measure where you stand on various health issues.

Nutrition and Wellness: Designing a Nutritional Plan for Wellness

<http://t3.preservice.org/T0110600/home.html>

Offers creative and helpful tips in designing a nutritional plan that fits your lifestyle. This Web site also lists the six interrelated dimensions that play a major role in achieving overall wellness.

American Dietetic Association

www.eatright.org

With nearly 70,000 members, the American Dietetic Association is the nation's largest organization of food and nutrition professionals. ADA serves the public by promoting optimal nutrition, health and well being. Web site includes a tip of the day and monthly features to help foster nutritional knowledge and information base.

The President's Council on Physical Fitness and Sports

www.fitness.gov

The President's Council on Physical Fitness and Sports (PCPFS) serves as a catalyst to promote, encourage and motivate Americans of all ages to become physically active and participate in sports. Assisted by elements of the U.S. Public Health Service, the PCPFS advises the President and the Secretary of Health and Human Services on how to encourage more Americans to be physically fit and active.

Nutrition.gov

www.nutrition.gov

This user-friendly nutrient database supports President Bush's Healthier U.S. Initiative to improve overall health for Americans through regular physical activity, proper nutrition, preventive screenings and healthy lifestyle choices.

Department of Health and Human Services' Centers for Disease Control and Prevention

www.cdc.gov

The Centers for Disease Control and Prevention (CDC) is recognized as the lead federal agency for protecting the health and safety of people - at home and abroad, providing credible information to enhance health decisions, and promoting health through strong partnerships. CDC serves as the national focus for developing and applying disease prevention and control, environmental health, and health promotion and education activities designed to improve the health of the people of the United States

American College of Sports Medicine

www.acsm.org

ACSM advances and integrates scientific research to provide educational and practical applications of exercise science and sports medicine.

Exercise Prescription

<http://www.exrx.net/Exercise.html>

A resource for the exercise professional, coach, or fitness enthusiast, this Web site consists of over 1500 pages, most of which are found in the Exercise and Muscle Directory.

American Council on Exercise

<http://www.acefitness.org/>

The American Council on Exercise is the largest non-profit fitness certification and education provider in the world. Widely recognized as “America’s Authority on Fitness,” ACE continually sets standards and protects the public against unqualified fitness professionals and unsafe or ineffective fitness products, programs and trends.

University of Kentucky Human Resources Wellness Web site

<http://www.uky.edu/HR/wellness/>

As part of Human Resources, the UK Wellness Program is an Employee Benefit that provides health and wellness programming for all benefit eligible employees, retirees, and spouses of employees and retirees.

Programming is varied and includes fitness, nutrition, screenings and other health promotion topics. Some programming is free and some is offered at a low cost. We offer convenient health education and fitness opportunities at various locations across campus.

Duke University’s Live for Life Web site

<http://www.hr.duke.edu/eohs/livelifelife/>

LIVE FOR LIFE is Duke University’s employee health promotion program. LIVE FOR Life’s mission at Duke University is to support the goal of the Office of Human Resources in 1) providing programs and services to help Duke’s people successfully accomplish the organization’s missions, and 2) assist and support Duke’s manager’s in

recruiting and retaining top-quality, diverse and healthy staff and to help develop an effective, productive workforce. 3) LIVE FOR LIFE will also promote a work culture and environment that supports healthy and safe behaviors/lifestyles. This Web site offers helpful insights into how to live a healthy life and promotes life-long wellness strategies.

American Heart Association: Learn and Live

www.americanheart.org

The mission of this organization is to reduce disability and death from cardiovascular diseases and stroke. That single purpose drives all we do. The need for our work is beyond question. This Web site offers ideas on programs and tools to help ensure the best heart health possible.

Law Enforcement Wellness Association, Inc.

<http://www.cophealth.com/>

The Law Enforcement Wellness Association has assembled an internationally prominent faculty of professionals dedicated to the overall physical and psychological health of the nation’s law enforcement personnel. The association also believes that through proper training, guidance, education, and support many of our nation’s law enforcement officers can be restored to lifelong health, fitness, and overall wellness. This Web site offers insight into issues such as officer stress, suicide prevention, and how physical fitness plays a role in mental and emotional wellness. Officers who understand the importance of taking care of themselves become positive role models within their departments, their families, and their communities. Training and education is the key. There is also a section containing links to other Web sites and resources associated with dealing with stress and other issues.

Charging Decisions in

*Cynthia Gale Cook, Commonwealth Attorney
42nd Judicial Circuit*

The last six years has found the Commonwealth of Kentucky facing new crimes which address the use, distribution and production of methamphetamine. Methamphetamine's introduction into Kentucky began in the Purchase Area of western Kentucky and is in the process of making its way east. Just as the local television station will scroll weather warnings across the bottom of your television screen when severe weather is approaching, prosecutors and law enforcement warn: be prepared to take cover immediately. Like a tornado passing through the countryside, it leaves devastation of lives and property in its path and places a burden on local law enforcement and prosecutorial resources. This storm will leave its mark in your communities. Be prepared.

In 1998, the Legislature addressed the need for criminal statutes addressing the emergence of a devastating new economic enterprise: manufacturing methamphetamine.

218A.1432 Manufacturing methamphetamine; penalties

- (1) A person is guilty of manufacturing methamphetamine when he knowingly and unlawfully:
 - (a) Manufactures methamphetamine; or
 - (b) Possesses the chemicals or equipment for the manufacture of methamphetamine with the intent to manufacture methamphetamine.
- (2) Manufacture of methamphetamine is a Class B felony for the first offense and a Class A felony for a second or subsequent offense.

RULE ONE

When charging violation of KRS 218A.1432 Manufacturing Methamphetamine, cite both subsection (a) and (b). When trying a manufacturing methamphetamine case, present all evidence that might go to either subsection.

Proceeding under both theories and presenting all of the evidence one has of manufacture is advisable because I anticipate modification of the rule of Kotila v. Commonwealth, (Ky. 2003) 114 S.W.3d 226, in a case based on facts and expert opinion other than those found in Kotila.

Fact One: There is no need for equipment to manufacture methamphetamine using the anhydrous ammonia method. Any time anhydrous ammonia comes in contact with lithium and pseudoephedrine, methamphetamine is produced. Specifically, if one were to throw cold pills on the floor; place lithium strips on top of the pile of cold tablets and then pour anhydrous ammonia on the mixture, meth oil would result. According to Jennifer Winingar with the Kentucky State Police Laboratory in

Frankfort, meth oil IS methamphetamine (though not in a form consumable by humans), the manufacture of which is prohibited.

Fact Two: It follows from Fact One above that only three chemicals are necessary for the production of methamphetamine: anhydrous ammonia, pseudoephedrine, and lithium.

Fact Three: Manufacture of methamphetamine is inferred from the possession of meth oil since meth oil is methamphetamine in an intermediate step leading to a form consumable by humans. This meth oil is neither raw materials nor finished product. As such, there is no better evidence of the activity of manufacturing methamphetamine than the possession of meth oil.

Fact Four: The only equipment needed for manufacturing methamphetamine using the red phosphorus method is a container.

Fact Five: The chemicals necessary to the manufacture of methamphetamine using the red phosphorous method are phosphorous, iodine, pseudoephedrine, and water. Since the water must remain in contact with the other three ingredients, you cannot just throw them on the floor. You need a container.

Fact Six: This is like unto Fact Three in the anhydrous method where the possession of meth oil is the best evidence of manufacture of methamphetamine.

Now, if the Kentucky Supreme Court had been informed that no equipment was necessary to the manufacture of methamphetamine, would its statutory interpretation of KRS 218A.1432 (1)(b) have been different? The answer is, maybe.

The canons of interpretation of statutes include "the plain meaning rule," see Reed Dickerson, The Interpretation and Application of Statutes (1975), p. 229. This rule was used first to determine the effect of "the" in possessing the chemicals or equipment for the manufacture of methamphetamine. The limit of "plain meaning" is "absurdity." Ordinarily courts avoid methods of interpretation that produce such a result, *supra* at p. 232.

The question of interpretation becomes "if no equipment is necessary for the manufacture of methamphetamine, can 'the' equipment mean 'all' of the equipment?" A reasonable person might respond that this could not be and that the legislature must have meant the equipment usually associated with the manufacture of methamphetamine.

Methamphetamine Cases

amine; as in jars, tubing, plastic containers and baggies. Items that are technically and legally unnecessary but which are used in the ordinary course of clandestine lab methamphetamine manufacturing.

I would submit maybe the rule of Kotila would be modified on different facts and expert opinion because absurdity as the limit of the “plain meaning” of a statute was argued to no avail by Chief Justice Lambert in his dissent. Moreover, the bulk of the basis of statutory interpretation found within the majority opinion is contextual; specifically, in *pari materia*, *supra* at p. 109. The analysis would not be changed by different facts.

RULE TWO

Embrace Johnson and let Kotila go. The recent case of Johnson v. Commonwealth, (Ky. 2004) 134 S.W.3d 563, reminds that there is a subsection (a) in KRS 218A.1432 before subsection (b) which was the subject of Kotila and moreover subsection (a) can be used as a gap filling provision for subsection (b). Read the heartening words of Chief Justice Lambert.

We begin by noting that there was sufficient evidence to convict Johnson of actually manufacturing methamphetamine under Part A of the above instruction. This evidence consisted of five glass jars containing a solid residue of methamphetamine, a glass jar containing methamphetamine oil, and testimony from a number of witnesses that either put Johnson in possession of some of the chemicals and equipment necessary to manufacture methamphetamine or explained how he obtained possession of these items.

A necessary inference from proof of actual manufacture is that, at some point in time, he must have had possession of both all the equipment and all the ingredients necessary to manufacture methamphetamine. In other words, just as you can't make an omelet without breaking eggs, you can't make methamphetamine without having possession of the necessary chemicals and equipment. Nor, as demonstrated in the next section, is it likely that someone would inadvertently combine the chemicals and use the equipment to manufacture methamphetamine by accident. Thus, intent to manufacture can be inferred from the act of manufacturing as well. Therefore we hold that there was sufficient evidence to convict Johnson under both versions of the manufacturing instructions. There was no error.

Johnson, at 568.

What the court takes in one year, it gives back in the next, blessed be the name of the court.

RULE THREE

Where two or more are involved, charge conspiracy. Where five or more are involved in trafficking (but not for manufacturing) charge criminal syndicate.

The value of getting admitted out of court statements made by a co-conspirator of a defendant during the course and in furtherance of a conspiracy (KRE 801 (a)(6)) is invaluable.

I have never had a case where a defendant fired up some crank for his/her own consumption. There is always a spouse, a friend and a customer or two no doubt and these good people inevitably help cook (a good spouse grinds pills; a good friend steals anhydrous ammonia; and good customers frequently pay, in part, with pills and batteries). Our police frequently catch one of these good folks and the cook invariably says something like, “Martha, grind those pills on frappe, you have been giving me chunks the size of dog chow recently;” “Fred, you might as well get three gallons instead of that little igloo you’ve been bringing;” or “I ain’t giving you no gram for less than a hundred pills — you think I just fell off the turnip truck?” All of these utterances are good against his co-conspirators.

If a cook fronts meth to four retail dealers on a regular basis, you have a syndicate and I know of a dealer who had four cooks. All of this is good for a criminal syndicate where one participant is the agent of the other and where the rule on co-conspirators and agents applies.

Strictly speaking, you don't have to allege conspiracy to get an out of court conspirator's statement in evidence; but, as a practical matter, no judge I have worked before would, in the heat of a trial, admit the statement absent a conspiracy count. So, remember to charge the conspiracy.

RULE FOUR

Save your buys for last and avoid burning your confidential informants. If you have a possession with intent to traffic, charge it first and see if you can get the time you need on that charge alone, advising opposing counsel you have other charges you will forego. The worst that can happen is that opposing counsel and his/her client don't believe you and the grand jury hears evidence of another case and returns an additional indictment. If the defendant and his attorney wish to subscribe to the indictment of the month club, so be it. If the defendant and his attorney are sensitive and intelligent, they (and others like them) will believe you thereafter. The most stubborn defendant I know took four indictments before he hollered, “nuff.”

CONCLUSION

Winning methamphetamine cases is important because deterrence works and the collateral damage to society by methamphetamine use and the organized crime that springs from its manufacture, distribution and use is enormous. Most of the burglaries and violence in my circuit are related in some form or fashion to methamphetamine. Vigorous prosecution after diligent investigation can make a difference.

Supreme Court Decides Law Enforcement-Related Cases

Shawn Herron, Staff Attorney
Legal Training Section

The Kentucky Department of Criminal Justice Training provides the following case summaries for informational purposes only. As always, please confer with agency legal counsel in specific situations.

This summary may be copied, for educational purposes only, with attribution to this agency.

Americans with Disabilities Act

Tennessee v. Lane, decided May 17, 2004

Must a state or local government make accommodations to allow disabled persons to fully access their facilities?

The court held that disabled individuals, whether employees or citizens needing a service, are entitled to reasonable access to courthouses. Although the case was specific to courthouse facilities, it is reasonable to believe the court would address issues relating to buildings owned or used by government agencies in the same manner.

Employment

Raytheon Co. v. Hernandez, decided December 2, 2003

May an employer have a policy against rehiring employees terminated for misconduct, when the misconduct in question consists of a positive drug test as a result of a drug addiction?

The court held that the agency's policy against rehiring was a disparate impact, rather than disparate treatment case — a "facially neutral employment practice" that did not show any subjective intent on the part of the employer to discriminate against a particular class of persons, in this case, drug addicts. While the court upheld the ruling in this case, in favor of the employer, it left open the possibility that another case that raised the disparate impact claim at the proper time, might have a different result.

Pennsylvania State Police v. Suders, decided June 14, 2004

Is a constructive discharge a tangible employment action, and is the employer permitted to raise affirmative defenses in such cases?

The court ruled that a constructive discharge — where an employee quits in the face of repeated harassment or mistreatment by the employer — is a tangible employment action by the employer, but that the employer is also permitted to raise affirmative defenses to the allegation, such as noting that the employee failed to complain of the harassment to give the employer the opportunity to investigate and discipline the harasser, if appropriate.

Evidence

U.S. v. Fellers, decided January 26, 2004

May an individual under arrest (pursuant to an arrest warrant) be questioned in any way without their attorney being present?

The court held that questioning an individual, who had been given Miranda warnings, was still constitutionally impermissible under the Sixth Amendment's Right to Counsel clause, when the individual was the subject of an arrest warrant issued by a grand jury. This process triggers the right to counsel, and the court held that the Miranda warning waiver (under the Fifth Amendment) was not sufficient to waive the right to counsel provided by the Sixth Amendment.

Illinois v. Fisher, decided February 23, 2004

Is the fact that evidence that may be useful to a defendant has been destroyed fatal to the prosecution's case?

The court concluded that unless the defendant can show "bad faith" on the part of the police (or the custodian of the property), that failure to preserve potentially useful evidence is not a denial of due process.

Crawford v. Washington, decided March 8, 2004

May a trial court allow the introduction of an out of court, testimonial statement, to be used when the witness is legally unavailable to appear as a witness, when the statement was not taken under circumstances that would allow the individual on trial to cross-examine the witness?

The court addressed the long history of the Confrontation Clause of the Fifth Amendment and concluded that it was constitutionally impermissible to admit such statements when the individual on trial had not had an opportunity to cross-examine the individual.

U.S. v. Patane, decided June 28, 2004

May physical evidence discovered as the result of a statement given without Miranda warnings be used at trial?

The court found that absent actual coercion, which they did not find in the facts of this case, that suppressing the physical evidence found as a result of an unwarned statement was not required by the Self-Incrimination Clause of the Fifth Amendment.

Interrogation

Yarborough, Warden v. Alvarado, decided June 1, 2004

May a court take a person's age and experience into consideration in deciding whether a particular situation was custodial for Miranda purposes?

The court concluded that the decision as to whether a particular situation is custodial is objective, not subjective. Therefore, whether a situation is custodial does not depend upon the age and/or experience of the subject.

Missouri v. Seibert, decided June 28, 2004

Are statements given as a result of an unwarned interrogation, which is then followed by Miranda warnings and an immediate repeat of the interrogation in which the statements are repeated, admissible?

The court ruled that permitting statements that resulted from this interrogation tactic was contrary to the intent of the Self-Incrimination Clause, and thus constitutionally impermissible.

Search and Seizure

U.S. v. Banks, decided December 2, 2003

Is 15 to 20 seconds a reasonable period of time to wait in the daytime before forcing entry with a search warrant, when the object of the search is drug-related?

The court held that this is a sufficient period of time for officers to wait before forcing entry to a small home, where it might be presumed that 1) occupants could hear the knock and 2) occupants would have sufficient time to come to the door. The result may be different if the search was attempted at a much larger location or during the nighttime hours.

Maryland v. Pringle, decided December 15, 2003

May an officer arrest all occupants in a vehicle for "constructive possession" of drugs hidden inside the passenger compartment of the vehicle?

The court found, in the particular facts of this case, that an arrest of the front seat passenger (Pringle) was appropriate for drugs found during a consent search (given by the owner and driver), when the drugs were hidden in the back seat center armrest. (Initially, all three individuals in the vehicle were arrested, but Pringle claimed ownership of the drugs and the other two men were released.)

Illinois v. Lidster, decided January 13, 2004

May officers conduct brief, information-seeking, traffic checkpoints when investigating a particular crime?

The court held that this type of checkpoint differs significantly from checkpoints addressed in previous cases, and that when investigating a particular crime (a fatal collision that occurred in the same stretch of roadway several days previously), the need to stop vehicles and request assistance from the occupants outweighed the involuntary nature of the initial seizure. (Lidster was found to be DUI when halted at the checkpoint.)

Groh v. Ramirez, decided February 24, 2004

May a warrant description of property to be seized incorporate by reference another document (such as the search warrant affidavit), either explicitly or implicitly, that is not included with the actual warrant?

The court held that a search warrant (which will be provided to the subject of the search) must include a detailed listing of the items for which the officers are authorized to search. The requirement may be satisfied by listing the items in the actual search warrant, or by attaching the search warrant affidavit.

Thornton v. U.S., decided May 24, 2004

May officers search the passenger compartment of a vehicle when an occupant is arrested immediately after leaving the vehicle of their own volition?

The court held that officers are permitted to perform a "search incident to arrest" of the passenger compartment of a vehicle, even though the subject left the vehicle by their own choice immediately before officers initiated contact with the subject.

Hiibel v. Sixth Judicial District Court of Nevada, Humboldt County, decided June 21, 2004

May an individual who has been properly stopped under Terry be required to provide his or her name to officers, pursuant to a state statute that so mandates?

The court upheld a Nevada statute that authorized arrest for a charge of refusing to provide a name to an officer conducting an investigation under *Terry*. However, note that Kentucky does not have an equivalent statute under which an officer may place such a charge.

Foreign Nationals

Torres v. Mullin, Warden, decided November 17, 2003

May a foreign national raise the Vienna Convention argument in post-conviction relief?

Although the court did not accept certiorari (agree to hear) in this particular case, leaving there still a split in how the various circuits address this issue, two justices issued opinions arguing that the court should have heard the case. On March 31, 2004, the World Court, located at The Hague, Switzerland, ruled that the United States was in violation of the Vienna Convention on Consular Relations by its repeated failure to notify foreign nationals of their right to have their consulate notified of their detention within a reasonable time. The World Court also ruled that the United States must begin an effective review of the death sentences of 51 Mexican citizens, incarcerated in eight different states in the United States, to determine if the lack of consular assistance was prejudicial to their respective cases. (While there are almost certainly more foreign nationals in the same situation, the case was brought by Mexico specifically on behalf of these named individuals.)

However, it is unknown what, if anything, the named states have done as yet to comply with this ruling, which is essentially unenforceable. However, it should be noted that failure of the United States to abide by the provisions of this treaty makes it extremely difficult, if not impossible, for the U.S. State Department to demand such rights for American citizens abroad, as treaties are based upon an acceptance of reciprocity by the signatories.

NOTE: *At the time of publication, most of these cases were not yet assigned official final citations. The full text of these opinions may be found at the following web site: <http://www.findlaw.com/casecode/supreme.html>.*

For longer, more detailed summaries of each case, please go to the following link: <http://docjt.ky.gov> or contact shawn.herron@ky.gov.

Hot Off the Wireless

National Institute of Justice

In a recent television commercial a stressed-out office worker takes his laptop to a park and uses his wireless access connection to meet his deadline as he basks in the warm sunshine. Other television and radio advertisements promote the same message: wireless connections make life more convenient, faster, easier. But these commercials do not mention the hidden dangers that every consumer and every law enforcement officer should watch for.

Statistics released by the Federal Bureau of Investigation in 2003 show that cybercrime rates increased for the third straight year. Although most people know about financial fraud, identity theft and the dangers hackers can pose to conventional systems and networks, most are unaware of the unique risks from the use of wireless access technology. Staff at the National Institute of Justice's CyberScience Laboratory in Rome, New York, know the risks and want to share this information with law enforcement agencies across the nation.

Search the Internet for information on wireless technology and you will be overwhelmed by the huge amount of information, some accurate, some not. CSL staff have sorted through that mass of information, applied their technical knowledge and expertise, and produced several primers, an informational DVD, and lists of links to the most useful sites. These are available by calling the laboratory at (888) 338-0584.

As information technology companies tout wireless use, consumers buy laptop computers and set up wireless access points in their homes and offices with-

out learning about the need for wireless security, said Robert DeCarlo, Jr., an economic crime specialist with CSL. "The vast majority of crimes involving wireless use go undetected and unreported. The victims don't know they're vulnerable, and law enforcement doesn't know the signs to look for. I think we're on the cusp of an explosion of crime using wireless technology."

Jeffrey Isherwood, a CSL senior engineer, said he can recall officers telling him about only one or two cases in which the suspect had wireless access. Ironically, at least half of the officers he talks with tell him they have wireless access in their homes or precincts. Just like the average consumer, these officers are aware of the benefits of wireless use, but not its potential security risks. "Wireless often is the last thing that police think of when someone reports identity theft," Isherwood said. "They ask victims where they've been shopping. If they do check victims' computers, they don't think to ask specifically about wireless."

"It's not that there's a specific crime here; it's a method of perpetrating a crime such as identity theft, and it's a method that's very hard to trace and prove," said Joshua Bartolomie, another CSL electronic crime specialist in wireless issues. "For instance, you might live in an apartment building with 10 apartments and someone might be sitting downstairs collecting all of your information. It's the perfect way to perform identity theft."

Bartolomie also said WarDrivers (slang for wireless hackers) drive around and look for wireless networks, hoping to find an open access point in a home or office and break into it or piggyback off it from laptops in

their vehicles. They break in, cause problems and then drive away, leaving no evidence behind.

Isherwood said he and Bartolomie perform test sampling whenever they attend a conference. "We use the same equipment and technology that the hackers use," Isherwood said, "and we get numbers that compare to the nationally reported figures.

That is, about 75 percent of all wireless access points are unencrypted and wide open, and anybody who wants to can gain access to them."

For that reason, CSL staff caution that officers need to be alert for such warning signs as occupied cars in office parking lots long after businesses have closed, people using laptops in cars and WarDriving antennas. According to Bartolomie, potato chip cans are almost the exact width and length needed to create an antenna to handle the frequency range that wireless networks use. All a WarDriver needs to create the antenna is another \$5 in parts: "If a cop sees someone with a Pringle's can with wires sticking out of it, ask questions!" he said.

"Commercial versions are also fairly cheap," Isherwood said. "They're about three inches tall, with a magnetic base. It's hard to distinguish them from a CB or cell phone antenna. Officers should also watch for GPS units and/or laptops connected to the GPS, the antenna or a can. Anyone using a laptop in a car would arouse my suspicions, period, especially if the car is moving."

"If an officer pulls over someone whom they suspect of WarDriving, he or she should note the time and the license number and report it to whoever in their department handles cybercrime issues. It might prove to be useful information a week, or even a month later, because it might take the victim that long to realize

something has happened," he added.

However, these subtle warning signals can be hard to spot. For that reason, CSL staff encourage officers and consumers to learn about wireless security and take all the steps they can to safeguard their wireless access.

Officers can start by contacting CSL or registering at www.cybersciencelab.com

to download Introduction to Basic Networking, Introduction to the 802.11 Wireless Network Standard, and Security Threats to the 802.11 Wireless Network. These three reports, one of which includes a glossary of basic wireless networking terms, meet the

needs of most law enforcement professionals. CSL staff are preparing more advanced documents to supplement these reports.

"We're just interested in getting the information out to state and local law enforcement. If you go to a company Web site, they're going to plug their products. We're not interested in doing that," DeCarlo said. "We see ourselves as the resource in this area for law enforcement and corrections agencies that need help, and our specialists really know this stuff."

For more information on wireless access and issues, cybercrime in general or the CyberScience Laboratory, contact Joshua Bartolomie, (315) 838-7057 or Josh@DolphTech.Com; Jeffrey Isherwood, (315) 838-7064 or Ish@DolphTech.Com; or Robert DeCarlo Jr., (315) 330-2489 or robert.decarlo@rl.af.mil.

This article was reprinted with premission from TECHbeat, a publication of the National Law Enforcement and Corrections Technology Center

"If an officer pulls over someone whom they suspect of WarDriving, he or she should note the time and the license number and report it to whoever in their department handles cybercrime issues. It might prove to be useful information a week, or even a month later, because it might take the victim that long to realize something has happened.s"

Jeffrey Isherwood

TECH

Law Enforcement Support

Stun Gun Use Rated Effective by Police

Rochester Democrat & Chronicle (NY) (07/23/04) P. 3B; Flanagan, Patrick

The Rochester Police Department recently released data related to the use of Tasers during the previous six months. The data showed that in 10 of the 22 instances RPD officers intended to use Tasers, suspects surrendered before the device was used. The department purchased the Taser M26 last year. Patrol units received 57 Tasers. Every officer equipped with the device has also experienced its 26-watt electronic shock. The New York Times recently reported that Tasers have been linked to the deaths of 50 people since 2001, but Taser International contends that drug overdoses and other factors caused the deaths. Cedric Alexander, RPD's Director of Organization Development, said he reviewed the latest literature on the devices, but sees "no conclusive evidence" that Tasers are to blame for the deaths. www.democratand-chronicle.com/news/0723D150HG7_news.shtml

Police to Monitor Parolees Nonstop

Chattanooga Times Free Press (TN) (07/25/04) P. B1; Combs, Candice

Lawmakers in Tennessee earmarked \$2.5 million this year to monitor the state's most violent sexual predators for a year. Around 600 rapists and pedophiles will sport an anklet that shows their location. The electronic anklet transmits a signal to a global positioning system every few seconds. A private firm will monitor and map the location of these offenders statewide. State probation and parole administrator Robert Irvin says the control center alerts the police if the wearer enters schools, victims' houses and any other customizable "hot zones." Some civil rights activists worry that the continual tracking could violate personal rights. Conversely, certain law enforcement officials feel that the device gives offenders too much freedom, which could result in them harming more people. State officials must be prepared by October to accept bids for the anklet. Project organizers will select in the near future a variety of counties to take part in trying out the device for a year, from January 1, 2005, to January 1, 2006. www.timesfreepress.com

WPI Lab Develops Device to Protect Rescuers

Worcester Telegram & Gazette (07/22/04) P. B1; Luttrell, Martin

Worcester Polytechnic Institute researchers are working on a device that could be worn by first responders so that they could be located inside a burning building or in other hazardous situations. A \$1 million grant from the National Institute of Justice is funding the research, and WPI held a series of focus groups to find out what specifications a locator device would need, inviting scientists and representatives of law enforcement, corrections, firefighting and emergency medical agencies. They listed a signal that can tell command staff where up to 100 personnel are, within a range of a foot to 2,000 feet; the ability to work inside a reinforced concrete building or one with a lot of electromagnetic energy in the background; portability; and the ability to provide locations on upper stories. WPI professor David Cyganski says that the development will involve many prototypes, but he hopes to see some in field testing next year. The Worcester, Massachusetts Fire Department has offered to test prototypes. www.telegram.com/apps/pbcs.dll/frontpage

Drug Tests Get Technical

Fort Collins Coloradoan (07/20/04) P. 1A; Lingle, Courtney

Larimer County Community Corrections in Colorado recently started using a new system for detecting drug and alcohol abuse based on measuring the pupil movements of people's eyes. Called PassPoint, the technology slashes the need for taking subjects' urine samples by 80 percent at LCCC, LCCC Director Joe Ferrando said. Subjects showing a positive reading still need to give a urine sample for confirmation. The system, about the size of an ATM machine and equipped with cameras, computers and other tools, releases flashing lights in three phases, during which four types of pupil contractions are measured, said Michael Schmitz, general manager with Drug Impairment Detection Services. The firm leases the PassPoint to Ferrando's program for \$3,500 monthly. The measurements are compared to a baseline measurement. PassPoint can be used for common drugs as well as inhalants and psychedelic mushrooms, which are usually undetectable through urine analysis, Schmitz said. The five common drugs screened by PassPoint are methamphetamine, cocaine, barbiturates, opiates and marijuana. Using the new technology will cost LCCC \$42,000 this year compared to \$102,000 estimated for the urinalysis program. From July 2000 to July 2002, only 12 PassPoint screenings out of 1,354 nationwide failed to confirm drug or alcohol abuse

when used in conjunction with urinalysis, according to data gathered from all systems. www.coloradoan.com/news/stories/20040720/news/880261.html

For Doctored Photos, a New Flavor of Digital Truth Serum

New York Times (07/22/04) P. E5; Shachtman, Noah

Distinguishing between authentic digital photos and doctored images is critical for law enforcement, the military, and newspapers and magazines, to name just a few affected areas. Dartmouth College computer science Professor Hany Farid has developed algorithms that can tell the difference between genuine and altered digital images. They can, for example, detect fine details that are signs of spliced or rotated images. Tests on several hundred doctored pictures showed that the method was practically infallible, provided the picture was of sufficient quality. Farid says that files created in the highly popular JPEG format were harder to grade accurately. Meanwhile, State University of New York at Binghamton Professor Jessica Fridrich has embarked on an Air Force-funded project to design a camera that takes two pictures simultaneously; one of the photos would be of the photographer's iris, and this image would be compressed, encrypted and buried within the larger photo taken through the camera lens, along with the time and place the photo was snapped. The photo's authenticity would be called into question if the encoded data is tampered or missing. "It establishes a connection between the person who took the image, the camera used and the digital image itself," Fridrich explained. Farid does not think digital watermarks are a secure enough solution, and acknowledges that preventing the doctoring of digital images may ultimately be a futile goal. "At the end of the day, the person doing the tampering has the easier job. And they'll win," he said. www.nytimes.com/2004/07/22/technology/circuits/22next.html

Anti-Fraud Tool Comes to Idaho

Idaho Statesman (07/20/04) P. 1; Chee, Melissa

Banks and law enforcement agencies in Idaho will soon have access to Fraud-Net, a searchable online database designed to fight identity fraud. Fraud-Net consists of three main parts — data-sharing between financial institutions and police agencies, a searchable database for such things as suspects' photographs and copies of forged checks, and an alert system that informs organizations of suspicious activities. Idaho is the 20th state to link to the system, which was initially launched

in April 2002 by the Florida Bankers Association. Dawn Justice, President of the Idaho Bankers Association, says all 29 IBA members will have access to the system for free, while the three non-member banks will have to pay a fee to use it; law enforcement agencies will also be able to use Fraud-Net at no cost. FBA Chief Financial Officer Thom Kerr notes that Fraud-Net can be used to combat check fraud as well as other types of bank-related crimes like robberies. Training and introductory preparations for bankers and law enforcement will be offered across the state at the end of July in anticipation of the October 2 statewide launch. An FBA spokesperson said Fraud-Net is a secure system, featuring 128-bit encryption and strict user-inspection measures. Lt. Linda Scown of the Ada County Sheriff's Office noted that the system will help cut down on the time spent on managing paperwork in investigations, especially fraud cases. www.idahostatesman.com/apps/pbcs.dll/article?AID=/20040720/NEWS02/407200313/1029/NEWS03

Jefferson to Add Video Link Between Courts, Lab Analysts

Louisville Courier Journal (KY) (07/20/04) P. 5A; Halladay, Jessie

Video technology will be used in Jefferson County, Ky., to allow crime lab analysts to testify without leaving their offices. The equipment will increase the amount of time they have to work cases, as testifying currently takes about 10 percent of their time, according to Kentucky State Police officials. KSP crime labs Commander Capt. Tom Porter says that the analysts often have to travel and wait for hours to either not testify at all or be on the stand for a maximum of 15 minutes. Pike County has seen lab analysts spend 50 percent less time on court appearances since using video technology, Porter notes. Courtrooms in Kentucky have used the technology since 1989, mostly so inmates can appear in court without leaving local jails. Video technology is available in 33 counties, and Administrative Office of Courts Technology Supervisor Glenn Dempsey explains that requests for video systems began to grow over 10 years ago as courtroom security became a higher priority. All newly constructed Kentucky courthouses are equipped with the technology and the ability to link to other facilities. Linkage to the six KSP crime labs requires the courthouse systems to be networked with a data line, and 17 more counties are building court facilities that will be outfitted with the systems. www.courier-journal.com.

Department Call

Boone County Sheriff's Office
P.O. Box 198
Burlington, Ky. 41005
(859) 334-2175

County: Boone
Current Force: 131 sworn, 157 total
Coverage Area: 246 square miles
Founded: June 17, 1799
Population: 96,000



Sheriff Mike Helmig

Kentucky Law Enforcement News

Department of Criminal Justice Training
Kentucky Justice and Public Safety Cabinet
Funderburk Building
Eastern Kentucky University
521 Lancaster Avenue
Richmond, KY 40475-3102
615-010

Non-Profit Org.
U.S. Postage
PAID
Richmond, KY
PERMIT NO. 2